

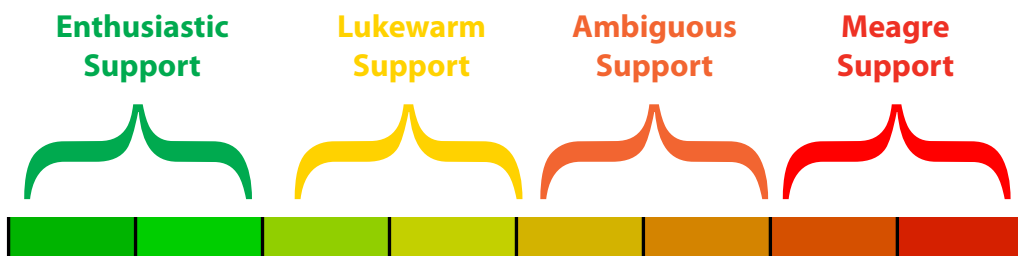
Method Card 15

Scales of Agreement

The 8 scales of agreement

Full agreement	"I like it"
Agreement, with minor point of contention	"Basically, I like it - but..."
Agreement with reservations	"OK, however a question / concern is"
Abstain	"I'm indifferent"
Stand aside	"I don't like this, but I won't hold up the group"
Disagreement but willing to go with majority	"I want my disagreement noted, but I'll support the decision"
Disagreement with request to be absolved of responsibility for implementation	"I won't stop it, but want no part of it"
Block	"I veto this proposal"

A cluster around here means...



Download resources to help deliver this method at:

www.meeting-facilitation.co.uk/blog/team-decision-making-scales-of-agreement

Scales of Agreement

DESCRIPTION

Scales of agreement is a useful tool for quickly testing decisions and understanding responses to ideas or proposals ensuring all views are heard.

It's a participatory process and is helpful for building ownership of ideas as well as interrogating them. Used 'without an agenda' for key decisions it can also help seek out views from the vital dissenting minority.

It can also be used more crudely as a 'voting-with-comments' tool.

HOW?

1. Clarify the issue at hand, if there are multiple ideas, proposals or decisions, it is best to separate them.
2. Consider taking 'questions for clarification' if required.
3. Clarify the 8 possible positions (you can photocopy the back of this card).
4. Write each of the 8 positions on a sheet of paper or gridcard, (or use a print out) and lay them in a line, in order, on the floor, table or wall.
5. Give all participants a Gridcard or post-it note.
6. Invite the group to work in silence. Ask people to decide where they are in relation to the idea, proposal or decision. Invite each person to write on the gridcard the position they take in relation to the idea, proposal or decision, and write a question or comment that relates to their level of agreement.
7. When everyone has finished writing, invite people to read out their position and comment. Then invite them to place their gridcard on the floor, table or wall, in the position they have chosen.
8. The clusters will report where the collective view of the group is in relation to the idea, proposal or decision, and the questions and comments will shed valuable insight on the decision in hand.