



Consensus Decision Making & Interest-Based Problem Solving



Consensus Decision Making



DO

- ✔ Share information
- ✔ Listen
- ✔ Be open to new ideas
- ✔ Offer alternatives



DON'T

- ✘ Agree too quickly
- ✘ Trade or bargain
- ✘ Vote
- ✘ Penalize standouts



Testing for Consensus

- ⊕ Has everyone been heard?
- ⊕ Can everyone live with the decision?
- ⊕ Will everyone actively support the decision? (Can you identify behaviors that support the decision?)



Interest-Based Problem Solving

STEP 1: Define the Problem

- » Develop question
 - Contain issue
 - Begins, "How might we?"
 - No "Yes/No" answers
- » No solutions
- » No accusations

STEP 2: Determine Interests

- » Separate interests, needs, concerns
- » Identify common interests

STEP 3: Develop Options

- » Brainstorming
- » Best practice
- » Expert panel
- » Straw design

STEP 4: Select a Solution

- » Screen options
- » Shorten list
- » Develop standards
- » Test options to standards
- » Decide on solutions

Step 5: Form an Action Plan

- » Identify next steps
- » Decide who is accountable
- » Determine timeline
- » Share results