

Consensus Flowchart

Stage 1: Introduce and clarify the issue

Share background information. Work out the remit of the discussion - i.e. what questions do you need to decide about now?



Stage 2: Open out the discussion

Make space for everyone to share their needs and opinions before launching into trying to solve the problem. If ideas come up already, you could hear them briefly, then park them for the next stage.



Stage 3: Explore ideas in a broad discussion

Come up with lots of different ways forward. Explore the pros and cons of different options. Identify key concerns, needs and objectives.



Stage 4: Form a proposal

Look for a solution that meets everyone's most important needs. This might involve weaving together elements of different ideas.



Stage 5: Amend the proposal

Look for changes that will make the proposal even stronger.



Stage 6: Test for agreement

Clearly state the proposal and check whether there is real agreement. Starting by asking for who is against the proposal makes it easier for people to voice their concerns. E.g.:

Any **blocks**?

Any **stand-asides**?

Any **reservations**?

Do we have **consensus**?

If you have a block, or too many stand-asides you will need to go back a stage, and amend the proposal further, or create a new one.



Stage 7: Work out how to implement the decision

Work out what needs to happen, by when, and who will do it!