What is Consensus?

Consensus decision making asks everyone in the group to shape the decision until a compromise is reached that reasonably satisfies everyone.

How to reach consensus

1. Define the problem or opportunity and capture it where people can see it
2. Brainstorm all possible options: write them down, cluster similar ideas
3. Take initial feedback to gauge the feelings of the group
4. Allow members to speak for options they are in support of
5. Gauge the feelings of the group now that members have spoken about potential options
6. Discuss options with those that are not in agreement: "What will it take to get you on board?"
7. Repeat 4-6 until everyone agrees with the decision

Importance of Consensus

The process of reaching consensus can take more time but will strengthen support for the decisions being made by the members of the committee. The decisions made by the committee will impact the work done at our schools. It is important for all members to keep in mind that consensus strives to incorporate varying perspectives and needs. For consensus to exist, it is not necessary for every participant to agree in full, but it is necessary for every person to be heard so that they can support the decisions made when discussing them with their colleagues.

ETA