



BUILDING CONSENSUS USING FIST-TO-FIVE



To use this technique the facilitator/spokesperson states a proposal and asks everyone to show their level of support. Each person responds by showing a fist or a number of fingers that corresponds to their opinion.

Fist

A no vote blocks consensus. I need to talk more on the proposal and desire changes.

1 Finger

I still need to discuss certain issues and suggest changes that should be made.

2 Fingers

I am more comfortable with the proposal but would like to discuss some minor issues.

3 Fingers

I'm not in total agreement but feel comfortable enough to give it a try, without further discussion.

4 Fingers

I think it's a good idea/decision and will work for it.

5 Fingers

It's a great idea and I fully support it.

If anyone holds up fewer than three fingers, they should be given the opportunity to state their objections and the team should address their concerns. Teams continue the Fist-to-Five process until they achieve consensus (a minimum of three fingers or higher) or determine they must move on to the next issue.

<http://www.directionservice.org/cadre/conf2011/Session%208.5%20Fist%20to%20Five.pdf>