

TOOL

Fist to Five Decision Making



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Fist to Five Decision Making

This is a strategy to use during consensus building either to determine where individuals are falling in their opinions or as a final voting method. After stating the decision, or proposed decision, ask the team to show their level of support using levels from fist to 5, where 3 indicates the point of consensus.

Fist = I object and block consensus.

1 finger = I am strongly opposed to this and will need to see some big changes to approve it.

2 fingers = I have serious reservations about this proposal but could accept it with some changes.

3 fingers = I have a couple reservations about this proposal, but I could let it pass without further discussion.

4 fingers = I think it's a good idea, and I can live with it.

5 fingers = I am in total agreement with the proposal.

Exhibit 8.3. © Elena Aguilar, *The Art of Coaching Teams: Building Resilient Communities that Transform Schools*. Jossey-Bass, 2016.

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