

TOOL

# Consensus-Building Process Checking

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# Consensus-Building Process Checking

A process checker can use this tool to assess its health of a consensus-building conversation. These are indicators of an effective consensus-building process.

- Is the process that we're using explicit and clear? Is everyone onboard with using it?
- Are lots of ideas being shared?
- Are everyone's ideas being heard?
- Are people paraphrasing each other's ideas?
- Are people building on each other's ideas?
- Is there an open and objective quest to find new options (rather than someone trying to push a predetermined solution)?
- Is there healthy conflict (or does it seem like people are just being nice and trying to get along)?
- If there's unproductive conflict, does the facilitator address it?
- If we get stuck or the conversation starts spinning, does the facilitator stop us and guide us to reflect on our process?
- Is the final decision based on sound information?
- When the decision is reached, do people seem to feel satisfied that they were part of the decision?
- Does it seem like everyone feels consulted and involved and can live with the final decision?
- Are our next steps clear?

Exhibit 8.4. © Elena Aguilar, *The Art of Coaching Teams: Building Resilient Communities that Transform Schools*. Jossey-Bass, 2016.

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