

What it is

A quick and easy way to test people's degree of agreement about a course of action

What it can do

This tool can assist you to:

- o Get quick feedback from a team or group as to how they feel about a particular proposal.
- o Gather more nuanced feedback than a simple "yes" or "no".

How it works

Introduce the "levels of commitment" model (on following page) and:

Option 1

Call out the numbers from -3 to +3, one at a time, having group members raise their hand to indicate their level of agreement.

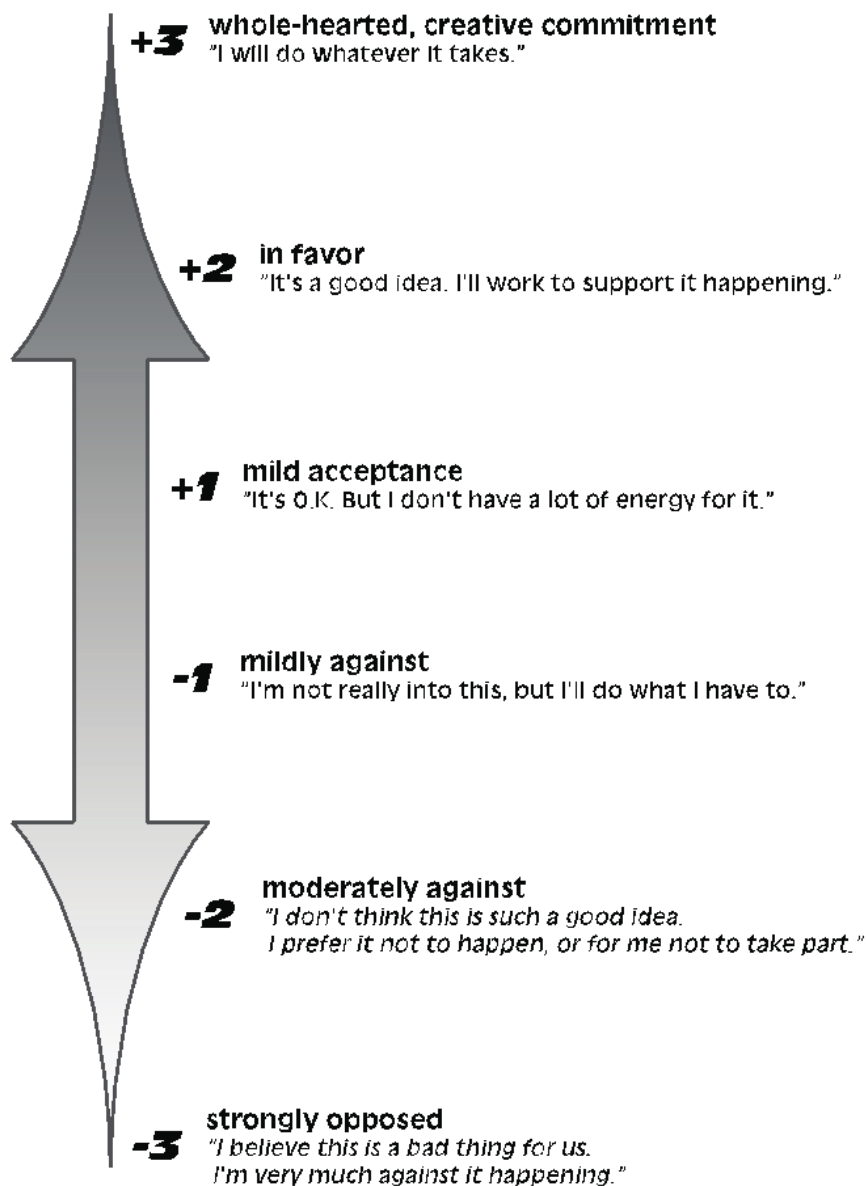
Option 2

Ask people to speak their number aloud one at a time with a brief explanation of why they chose that number.

Option 3

Indicate where the numbers would fall along an open wall, and ask people to physically move to their level of agreement.

LEVELS OF COMMITMENT



(reprinted courtesy of Robert Gass)

Alternate version: “Fist to Five”

Version 1 People signal their level of agreement by raising their hands as follows:

- | | |
|------------------|--|
| Fist: | Strongly opposed
<i>“I believe this is a bad thing for us. I’m very much against it happening.”</i> |
| 1 finger | Moderately against
<i>“I don’t think this is such a good idea. I prefer it not to happen, or for me not to take part.”</i> |
| 2 fingers | Mildly against
<i>“I’m not really into this, but I’ll do what I have to.”</i> |
| 3 fingers | Mild acceptance
<i>“It’s O.K. But I don’t have a lot of energy for it.”</i> |
| 4 fingers | In favor
<i>“It’s a good idea. I’ll work to support it happening.”</i> |
| Full hand | Whole-hearted creative commitment
<i>“I will do whatever it takes.”</i> |

Version 2 To use as part of a consensus process:

- | | |
|------------------|--|
| Fist: | I will not agree. |
| 1 finger | I won’t block it, but I don’t want to be involved. |
| 2 fingers | It’s O.K. I have significant reservations. |
| 3 fingers | Good. I still have some reservations. |
| 4 fingers | Very Good. I have minor reservations, if any. |
| Full hand | Great. 100% on board. |

NOTE: Once the group learns one of these methods, it becomes a quick shorthand for what could otherwise be a cumbersome process of testing where people are on a given issue.