

## Decision-making tool



### FIST-TO-FIVE - Building consensus

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A no vote - a way to block consensus. I need to talk more on the proposal and require changes for it to pass.



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



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



I'm not in total agreement but feel comfortable to let this decision or a proposal pass without further discussion.



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



It's a great idea and I will be one of the leaders in implementing it.

When a group comes to consensus on a matter, it means that everyone in the group can support the decision; they don't all have to think it's the best decision, but they all agree they can live with it. Whenever a group is discussing a possible solution or coming to a decision on any matter, Fist-to-Five is a good tool to determine what each person's opinion is at any given time.

To use this technique the chairperson or facilitator restates a decision the group may make and asks everyone to show his or her level of support. Each person responds by showing a fist or a number of fingers that corresponds to their opinion.

If anyone holds up less 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.

*(Fist-to-Five - developed by the American Youth Foundation - reproduced courtesy freechild.org)*