

OPEN ELECTION

Do you have the feeling that roles in your team are not assigned ideally? How do you decide who takes on which task?

Our **TIP**: Have an expert moderate your first election.



It's important to remember: When tasks are assigned, people lower their eyes, rummage frantically in their pockets or leaf through documents. Some people want the job, but don't dare to put themselves forward. Many elections thus fall short of their potential.

Open Election is an **appreciative process** that includes **all team members' perspectives**. The elected person is the one who receives the **trust of all others**.

Here's how it works:

- 👉 Individual reflection: **Who** do I suggest and **why** is this person the right one?
And please: SELECT YOURSELF if you are that person!
- 👉 Collecting ballots and stating **POSITIVE arguments** for the nomination.
- 👉 Individual reflection: **Does what I heard influence my nomination?**
- 👉 Query whether to **change one's nomination**.
- 👉 **Proposal** of a person on the basis of what is heard.
Careful: The arguments count for as much as the votes.
- 👉 Query of **serious objections** to the proposal.
The nominated person is questioned last.



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