

CONSENT



A decision has just been made together (supposedly!), and already you hear over the grapevine: „I would have decided something completely different, but the others wanted it that way!“
#DidWeAttendTheSameMeeting?

Unfortunately, this is a common scenario. Decisions are made that not all colleagues necessarily support. No wonder, then, that command and obedience are so consistent in some organizations.

In situations like these, it is helpful to decide by consent (not equal to consensus!):

Following a proposal for a decision, each team member is asked in turn: Do you have a serious **objection** to the **decision** at hand (= if not, we do have your consent)? There is no evading! Whoever has an objection, in relation to the common goals, must raise it - and justify it. **Together**, the proposal is then adjusted until everyone can give their consent.

The procedure becomes fully effective when the entire workplace knows that decisions are made by consent. The question of who is (or is not) to blame is dropped in favor of shared responsibility.



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