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.

1. Is the process that we're using explicit and clear? Is everyone onboard with using it?

2. Are lots of ideas being shared?

3. Are everyone's ideas being heard?

4. Are people paraphrasing each other's ideas?

5. Are people building on each other's ideas?

6. Is there an open and objective quest to find new options (rather than someone trying to push a predetermined solution)?

7. Is there healthy conflict (or does it seem like people are just being nice and trying to get along)?

8. If there's unproductive conflict, does the facilitator address it?

9. If we get stuck or the conversation starts spinning, does the facilitator stop us and guide us to reflect on our process?

10. Is the final decision based on sound information?

11. When the decision is reached, do people seem to feel satisfied that they were part of the decision?

12. Does it seem like everyone feels consulted and involved and can live with the final decision?

13. Are our next steps clear?

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

BrightMorning