

Proposed Use of Gradients of Agreement

- That LACAHSa can use this facilitation tool
 - in a non-binding way to gauge levels of support and divergence with a goal of achieving a basic temperature check on a suggested idea
 - and to identify areas of divergence that warrant more discussion at a later time, before a separate formal vote or final decision-making process



Introduction to Gradients of Agreement



A temperature checking tool that is based on each participant expressing a general level of agreement on a suggested idea, ranging from 1-5.



If many participants show 3 or more, it's a signal that the suggested idea may have some serious weaknesses.



If most participants show a 1 or 2 it's a signal that the suggested idea enjoys broad support.



This method is used early in a discussion, much like a straw vote, to get a general sense of group alignment. **It does not replace the formal voting process at meetings.**

The Gradients of Agreement

	Level of Agreement	Verbalized as...
1	Strongly Agree	I am very pleased and fully support this decision.
2	Agree with Reservations	I am mostly satisfied and can support this decision.
3	Neutral or Abstain	I will go along with the will of the group.
4	Disagree but Will Go Along	I have serious reservations but respect that we are focused on the regional needs and compromising where needed for the greater good.
5	Strongly Disagree	I object to this decision.

Level of Agreement:

1

Strongly Agree

**I am very pleased and
fully support this
decision.**

Level of Agreement:

2

Agree with Reservations

**I am mostly satisfied
and can support this
decision.**

Level of Agreement:

3

Neutral or Abstain

**I will go along with the
will of the group.**

Level of Agreement:

4

Disagree but Will Go Along

**I have serious reservations but
respect that we are focused on
the regional needs and
compromising where need for
the greater good.**

Level of Agreement:

5

Strongly Disagree

I object to this decision.

Gradients of Agreement: Summary Table

	Level of Agreement	Verbalized as...
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