**What it is**

A quick and easy way to test people’s degree of agreement about a course of action.

**What it can do**

This tool can assist you to:

- Get quick feedback from a team or group as to how they feel about a particular proposal.
- Gather more nuanced feedback than a simple “yes” or “no”.

**How it works**

Introduce the “levels of commitment” model (on following page) and:

**Option 1**

Call out the numbers from -3 to +3, one at a time, having group members raise their hand to indicate their level of agreement.

**Option 2**

Ask people to speak their number aloud one at a time with a brief explanation of why they chose that number.

**Option 3**

Indicate where the numbers would fall along an open wall, and ask people to physically “take a stand” as to their level of agreement.
LEVELS OF COMMITMENT

+3 whole-hearted, creative commitment
"I will do whatever it takes."

+2 in favor
"It’s a good idea. I’ll work to support it happening."

+1 mild acceptance
"It’s O.K. But I don’t have a lot of energy for it."

-1 mildly against
"I’m not really into this, but I’ll do what I have to."

-2 moderately against
"I don’t think this is such a good idea. I prefer it not to happen, or for me not to take part."

-3 strongly opposed
"I believe this is a bad thing for us. I’m very much against it happening."

(reprinted courtesy of Robert Gass)
Alternate version: “Fist to Five”

**Version 1**  People signal their level of agreement by raising their hands as follows:

- **Fist:** Strongly opposed
  “I believe this is a bad thing for us. I’m very much against it happening.”

- **1 finger** Moderately against
  “I don’t think this is such a good idea. I prefer it not to happen, or for me not to take part.”

- **2 fingers** Mildly against
  “I’m not really into this, but I’ll do what I have to.”

- **3 fingers** Mild acceptance
  “It’s O.K. But I don’t have a lot of energy for it.”

- **4 fingers** In favor
  “It’s a good idea. I’ll work to support it happening.”

- **Full hand** Whole-hearted creative commitment
  “I will do whatever it takes.”

**Version 2**  To use as part of a consensus process:

- **Fist:** I will not agree.

- **1 finger** I won’t block it, but I don’t want to be involved.

- **2 fingers** It’s O.K. I have significant reservations.

- **3 fingers** Good. I still have some reservations.

- **4 fingers** Very Good. I have minor reservations, if any.

- **Full hand** Great. 100% on board.

*NOTE:* Once the group learns one of these methods, it becomes a quick shorthand for what could otherwise be a cumbersome process of testing where people are on a given issue.