

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:

- o Get quick feedback from a team or group as to how they feel about a particular proposal.
- o 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.

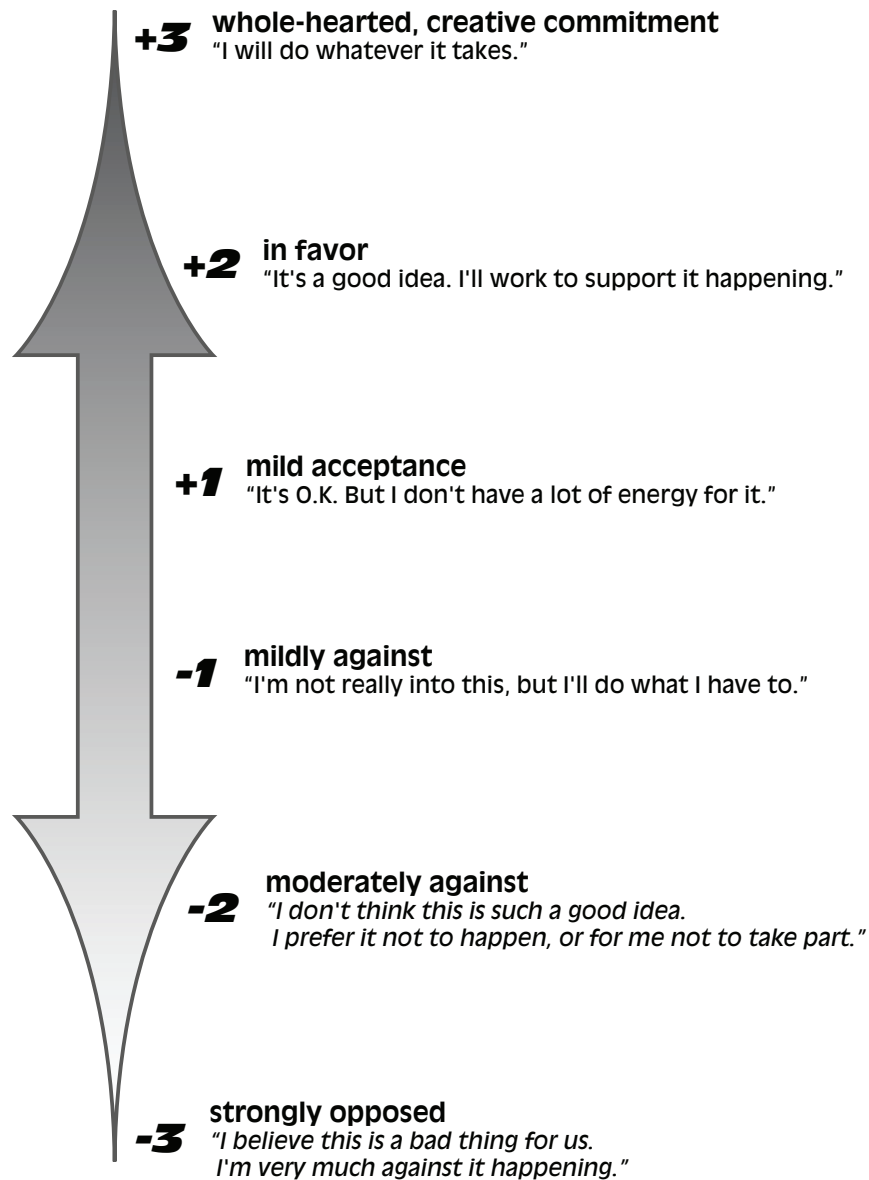
Option 2

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



(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.