

There is rarely 100% agreement or 100% disagreement in team discussion. You can use the tools below to help identify points between the two extremes. Self-awareness and ownership in the process are increased when team members have the autonomy to state where he/she stands on an issue.

EXTENT OF AGREEMENT	100%	ENDORSE	GREAT IDEA
		ENDORSE W/MINOR POINT OF CONTENTION	I LIKE IT
		AGREE W/ RESERVATIONS	I CAN LIVE WITH IT
		ABSTAIN	NO OPINION
		STAND ASIDE	I DON'T LIKE IT, BUT WON'T HOLD THE GROUP UP
		FORMALLY DISAGREE BUT WILLING TO ALIGN WITH MAJORITY	I WANT MY DISAGREEMENT NOTED BUT WILL SUPPORT THE MAJORITY DECISION
		FORMALLY DISAGREE, REQUEST NON-PARTICIPATION	I WANT MY DISAGREEMENT NOTED AND DO NOT WANT RESPONSIBILITY FOR DECISION IMPLEMENTATION
0%	BLOCK	I WILL NOT SUPPORT THE PROPOSAL	

OTHER METHODS

THUMBS UP / DOWN		FIVE FINGERS	
Thumb up	I agree	One finger	Great idea
Thumb sideways	I will accept and support the majority's decision	Two fingers	I like it
Thumb down	I disagree, veto or have something to say before proceeding	Three fingers	I can live with it
		Four fingers	I don't like it but won't hold the group up
		Five fingers	I won't support the proposal