

Levels of Agreement



When making a decision in a group, there is discussion and participants have a chance to voice concerns and support. Once a decision or direction has been proposed, it is time to “vote” to see where everyone is in terms of agreeing with moving forward. During this voting, group members can express their level of agreement by just saying the corresponding number (#):

#	Level of Agreement	What it means
4	Fully agree	I agree and have no concerns. I fully support the decision / direction.
3	Agree with reservations (or agree with hesitation)	I agree, though I have some concerns that I've expressed. They have been discussed and addressed to my satisfaction. I think we should move forward and I support the decision.
2	Disagree and support	I disagree with the decision, but have had a chance to air my point of view. I feel fully heard and while I disagree, I bow to the collective wisdom of the group (or want to move forward for the good of the group) and will support the decision.
1	Disagree – cannot support	I disagree and cannot support the decision. (In this case, a return to discussion is required or the decision is set aside for another time and a different issue is addressed.)