

# Consensus Decision Making Tool - Fist of Five

When making decisions we are using one of the following options:

<b>Unilateral</b>	I make the decision without consulting anyone.
<b>Consultative</b>	I consult other people or groups, but I retain the decision-making responsibility.
<b>Joint</b>	We make the decision together (voting, consensus).
<b>Delegated</b>	I give full authority to another person or group to make the decision.

Consensus is a joint decision making process not a result. The Consensus process is one in which you see if everyone can live with a particular result. Fist of Five is a tool that helps teams check in, gain consensus and move forward.

---

## Fist of Five Voting Process

- State the question: “Is everyone okay with \_\_\_\_\_?”
- Everyone votes at the same time and hands must be shown holding up 0, 1, 2, 3, 4, or 5 fingers.
- The vote caller tallies the votes.
  - 0 fingers (a fist): Block consensus.
  - 1 finger: Serious reservations. Must resolve the concerns before supporting
  - 2 fingers: Some concerns, but I’ll go along and try it.
  - 3 fingers: I will support
  - 4 fingers: I like it
  - 5 fingers: Best idea ever!
- Start a conversation based on peoples votes.
- If everyone is 3 fingers or above. Consider the issue decided and move on!

### Sample Questions

- How could we move you from a 2 to a 3?
- What reasons is it a 5 for you?
- Ask 0,1,2, 3 for their reservations? If you can resolve issues ask does this change anyone else’s vote?
- You are voting 3. What does it look like for you to support this decision?