



# Consensus Decision Making & Interest-Based Problem Solving

## Consensus Decision Making



### DO

- ✔ Share information
- ✔ Listen
- ✔ Be open to new ideas
- ✔ Offer alternatives



### DON'T

- ✘ Agree too quickly
- ✘ Trade or bargain
- ✘ Vote
- ✘ Penalize standouts



## Testing for Consensus

- ⊕ Has everyone been heard?
- ⊕ Can everyone live with the decision?
- ⊕ Will everyone actively support the decision? (Can you identify behaviors that support the decision?)



UNION BUG

**the**  
**basics**  
LABOR MANAGEMENT PARTNERSHIP



# Consensus Decision Making & Interest-Based Problem Solving

## Interest-Based Problem Solving

### STEP 1: Define the Problem

- » Develop question
  - Contain issue
  - Begins, “How might we?”
  - No “Yes/No” answers
- » No solutions
- » No accusations

### STEP 2: Determine Interests

- » Separate interests, needs, concerns
- » Identify common interests

### STEP 3: Develop Options

- » Brainstorming
- » Best practice
- » Expert panel
- » Straw design

### STEP 4: Select a Solution

- » Screen options
- » Shorten list
- » Develop standards
- » Test options to standards
- » Decide on solutions

### Step 5: Form an Action Plan

- » Identify next steps
- » Decide who is accountable
- » Determine timeline
- » Share results