

# CONSENSUS

A group decision-making tool wherein an agreement is reached that may not be every group member's **first** choice, but that everyone "can live with."

**There are no losers.**

Group	versus	Team
Decisions are made by votes, with a winner--and a loser		Decisions are made by consensus with all inputs heard and valued
Disagreements are not effectively dealt with because they lead to criticism, which tends to be destructive		Disagreements are carefully examined and resolution is sought
Objectives are not necessarily common group objectives		Objectives are well understood and accepted by the team
Personal feelings are hidden, and influence expression of ideas		Free expression of ideas occurs and others listen to what is said
Self-examination discussions are avoided regarding how the group is functioning		Self-examination of how the group is functioning frequently occurs--or is scheduled
Roles are protected by individuals to maintain their niche in the group		Roles are understood by all members, and may be rotated or otherwise shared
Leadership is appointed -- and may be self-selected		Leadership is shared on an as-needed basis