

Consensus Decision Making

The Basics

William T. Oswald, Ph.D.
Springfield College

What it is & What it isn't

It is NOT

Majority Rule where one more than half the group gets to decide

Compromise where no one is happy in the end

It IS

Authentic agreement based on mutual respect and trust

Why Consensus is Important

The strong relationship between

Control and Commitment

The more control over the process and product someone feels – the more committed they will be to the group

People vote with their feet

Most people won't voice their feelings of "no control" and will just stop attending

