

The Sounding Model[©]

1. Sounding

- Each person in turn states what they would choose to do at that moment regarding the task in question.
- Other members listen quietly and do not comment on what has been shared.
- The person speaking must not allow his/her statement to be influenced by what has been said by the previous speakers.
- CAUTION: Do not let the sounding turn into a decision made by an “aura of consensus.”

2. Discussion

- Now an open dialog can begin with thoughts opinions and feelings being shared freely without retribution. This value should be stated clearly at the beginning of the discussion.
- CAUTION: Do not let the discussion turn into a decision made by an “aura of consensus.”

3. Proposal

- If people agree enough discussion has occurred, it's time for a proposal.
- State a simple proposal clearly.
- Do not let anyone change your proposal but questions of clarification should be handled with respect and patience until a shared mental model is developed.
- CAUTION: A proposal is NOT a decision.

4. Vote

- Vote on the proposal as stated.
- Every individual present MUST VOTE clearly or the vote is invalid.
- If consensus is reached, act on the vote.
- If no consensus, you will need either more discussion or a quick new proposal.
- CAUTION: Once the vote is taken, implement without a change. Do not sit and tear the decision apart or change what has been agreed to.