



YES, NO, YES WITH CONSIDERATIONS

Purpose

To invite each individual in a group to take ownership for their part in the group's decisions.

Why Bother?

In business as usual, we often assume that “quiet” means consent or alignment when making a group decision. In reality, we, and the people around us, may not share our opinions or reveal our thinking if not asked. This makes room for us to later criticize the decision or complain that we were never on board. All of this can impede progress on initiatives and create a sense of inertia, frustration and resentment.

One way to make decisions with more clarity and power is to use the decision-making tool called “Yes, No, Yes with Considerations.” Asking each individual to say yes or no, or give their considerations, ensures they get off the fence and are out loud about their opinions and choice. This helps everyone take ownership of the process and the decision itself. And it increases collaboration, creativity and personal responsibility.

How To Use

After a robust discussion, when it's time to make a choice or decision as a group, ask each individual to declare where they stand.

- “Yes, I am on board and will support this decision.”
- “No, I am not on board.”
- “Yes, I will support this decision, AND my considerations are...”

TIPS

- When using the process, remember it's not a time to debate or solve the considerations; it's time to tally the votes and take note of considerations.
- If someone is a “maybe,” kindly ask them to choose (abstaining isn't an option).
 - This tool can be used to read “the temperature” of the group (in the middle of a conversation) to see how far from an aligned decision you actually are.

WHEN TO USE

- At the end of a discussion when it appears like a group is making an important choice about something.
- When you're leading a meeting and your story is the group is operating like they've made a decision, use this tool to check out the facts about this.
 - When you've asked someone to agree to something substantial or when you've created a plan or set of goals with someone.



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Example

Leader: “Based on what we’ve been saying as a group, I propose we launch the next version of our technology platform in nine months. Let’s do Yes, No, Yes with Considerations.”

Jim: “Yes.”

Sarah: “No.”

Marie: “Yes, and I have two considerations. We have not yet hired a new development team lead, and I would need to increase my QA staff.”

Leader: “Great. We have eight Yeses, one No and two Considerations.”

How to Handle the “No”

It depends on the situation whether or not you inquire into someone’s “no” when they say it. At some point, it may be useful to ask the person, “I want to understand where you’re coming from. Tell us what your “no” is about.”

Depending on who has the “no” and what the “no” is, just documenting it can be the answer. And sometimes it is important to stop the decision making process and have further discussion.

How to Handle Considerations

Minor considerations can just be noted. With major considerations it might serve to have further discussion in the moment before a final decision is made. And sometimes there is an agreement to make about the consideration.