

Tool: Consensogram

Overview and Purpose:

- A) To anonymously determine a group's level of knowledge or commitment.
- B) To quickly assess a group's knowledge or commitment.
- C) To assess agreement/discord within group anonymously.
- D) To discuss/review learning content.

Specific Strategy:

- 1) Based on the needs of the group, a question needs to be developed. This question needs to have an answer that can be put on a scale from 1 to 100.
- 2) Hang a large chart on the wall (or use a digital tool) with percentages in a column on the left-hand side of the chart in increments of 10 to 100. A variation of this activity would be to use numbers 1-10.
- 3) Hand each participant one sticky note.
- 4) Give examples of what 90%, 50%, or 30% commitment or knowledge would look like (i.e., 90% means I'm very committed but think I will need to fully commit. 30% means I'm have very little commitment and would like to consider more options.)
- 5) Ask the question to the group, and give time for them to reflect on the question.
- 6) Instruct the participants to write a number from 10% to 100% (or numbers 1-10) that corresponds with the level of commitment/knowledge to the question on the sticky note.
- 7) Have each participant turn their sticky note facedown so their score is not visible.
- 8) When all participants are ready, ask one or two people to gather the sticky notes and place them on the chart beside the percentage number in a row.
- 9) Discuss the spread of votes. Discuss where the majority of votes were placed as well as the ones at the bottom of the chart.
- 10) Have the group reflect on what the chart tells them and on what the group needs to consider in making a decision on this matter.

Tips and/or Extensions:

Another way to collect the answers is to have the participants place sticky dots instead of sticky notes as their answers on the chart. The participants can place their answers as an exit ticket for break or lunch. This provides time for the participants put up their answers. This extension relies on a strong culture that allows participants to feel comfortable placing their answers on the chart.