

Processing a Tension or Proposal

Tension Processing: Use the below steps to process tensions from your agenda (Leader reads the process to the Team prior to starting)

1. Overview

Proposer: What context do you need to share with us so we understand your tension

Proposer: Explain your proposal

Note: if you have a tension but need input to make your proposal you can ask team members to brainstorm offline or do a quick round-robin for simple input.

Note: More complicated tensions might turn into a proposal and utilize a Blue Sheet to set the stage.

2. Clarifying Questions

Each person, starting to facilitator's left and going around the circle, gets an opportunity to ask the proposer questions to better understand. The facilitator then asks if there are any additional questions before moving ahead.

No reactions, no influencing, no discussion

It's okay if the proposer does not have answers to every question asked

3. Reaction Round

Each person, starting to facilitators left and going around the circle, is asked for the reaction to the proposal

Direct your reaction to the whole team, not to the proposer specifically

No responses to any of the reactions. Proposer does not participate in this round

4. Amend & Clarify

Proposer may clarify intent or amend proposal, but has no obligation to do so

Proposer may also choose to stop the process here in order to come back to Circle with deeper proposal

No one else should provide input at this point

5. Objection Round

Facilitator asks each person "Do you see any reason why adopting this proposal causes harm; objection or no objection?"

Objections are stated, tested, and captured one at a time without discussion

Note: If no harm, then it should pass. If it causes another tension the person feeling it processes tension at a later date.

Note: Leads can veto a processed tension in the case that they believe it is outside of or does not uphold the Purpose. This veto should be used only when necessary.

End Tension Processing