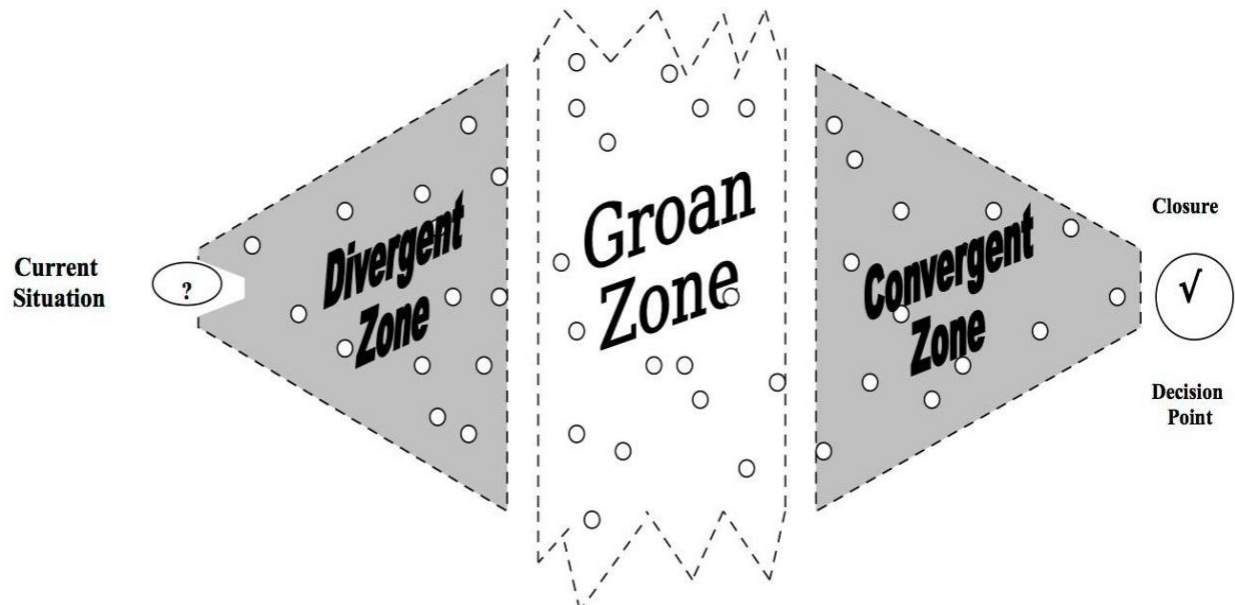


Diamond of Participatory Decision-Making

WHAT: The Diamond describes the process a group goes through to solve a difficult problem.



(image used with permission from Sam Kaner)

WHY: By legitimizing the awkward, uncomfortable, yet entirely normal dynamics of diversity, the Diamond of Participatory Decision-Making helps facilitators give their groups more meaningful support during difficult times.

HOW: Introduce this framework with participants when tasked with making a group decision.

WHEN: Most people find it hard to tolerate the ambiguity and the conflict that are inherent when people don't have shared frames of reference.

RESOURCES:

- www.infoq.com/articles/facilitators-guide-book-review/
- www.agile42.com/en/blog/2018/06/14/making-diamonds-your-retrospectives-diamond-participatory-decision-making/