



Sociocracy and Better Decision Making

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WHAT IT IS

A set of tools that practice the values of equality. ✓

A tool to hear everyone who wants to input to decision making. ✓

Based on listening, trust, and commitment. ✓

Consent-based decision making, organising in circles and double-linking them to reduce loss of feedback. ✓

Applicable to decision making where humans with an open mind are involved. ✓

A tried and tested set of tools that have helped hundreds of organisations worldwide. ✓

A way to channel your expertise into decision making that affects your work. ✓

WHAT IT ISN'T

A system of hierarchy. ✗

A golden ticket to fix everything in your organisation. ✗

Implemented in a couple of days or weeks. ✗

Just a way to make consent-based decisions. ✗

Useful for hierarchical or traditional corporates that want to implement new things as lip service. ✗

A fad, buzzword, or new approach. ✗

Siloed or exclusive decision making. ✗

DOs

Support workers making decisions that affect them. ✓

Compliment it with non-violent communication and safely exploring hierarchies. ✓

Have patience and be open to big changes (that might happen slowly). ✓

Read up on the entire approach and be open to refreshing your knowledge frequently. ✓

Be open to making potentially dramatic changes in order to make it work. ✓

Talk to those who have been using it for a while to get tips/insight about what works. ✓

Include those who want to participate, and be ready to step up and take more accountability. ✓

DON'Ts

Ask for people's input and ignore them. ✗

Get frustrated if it doesn't feel natural at first. We're conditioned to think hierarchy is normal. ✗

Try and force it to happen quickly. ✗

Simply add it on to your meeting to try and get decisions made quicker and wonder why it's not working. ✗

Commit to using it if you or your organisation is not ready to share power. ✗

Go it alone if you find it tricky. There is a lot of helpful open source documentation. ✗

Assume that everyone will want to make decisions - some people won't, which counts as abstaining. ✗

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CHEAT SHEET