

## Why

To explore and understand all perspectives in an inspiring and energetic way in order to make supported decisions (where possible) and/or to identify other perspectives that could be useful to explore or to at least take into account.

## What

- ▶ All participants stand in a circle. You start the conversation by asking a question or presenting a topic.
- ▶ Whoever wants to say something steps into the circle and makes a statement or gives an opinion.
- ▶ Anyone who agrees with this person stands behind her/him. Anyone who disagrees moves somewhere else.
- ▶ Another individual then makes a statement in reaction to the previous one and people again move to indicate their agreement/disagreement.
- ▶ Clarifying questions are allowed but no statements disguised as questions.
- ▶ Further, clear opinions are expressed with people continuing to move in the way described above.
- ▶ The facilitator observes the movements in the group and might ask someone who is standing to the side or alone to think out loud.
- ▶ Stop:
  - ▶ When the group is close to a decision (most people are standing behind one individual). It is now that the facilitator starts the inclusive decision-making method (see tool card).
  - ▶ When the group is polarized around 2 or 3 positions. In that case, dive into the undercurrent (see tool card).

### Skills and necessary training

Some practical experience with this method.  
Observational skills.  
Facilitation skills.

### Critical success factors

Keep moving around during the discussion, otherwise the dynamics will disappear.

### Possible workshop exercise

Practice the method and afterwards discuss the method and its applicability.