Blockchain Working Group
Decision Making Process

Understanding Positions vs. Interests

Positions:

- Things you say you want
- Demands
- Terms & Conditions
- Things you say you will or will NOT do
- Arbitrary 'lines in the sand'

Interests:

- Underlying motivations
- Needs & concerns
- Fears
- Aspirations
- What 'drives' your opinions

Principles for Collaboration

- ✓ Recognize that everyone has a piece of the puzzle; Involve all working group members and the public.
- ✓ Builds relationships as well as agreements.
- ✓ Shift focus from limited, individual needs to public interest.
- ✓ Focus on interests, not positions; Explore interests in detail, consider options without deciding.
- ✓ Assume good intent.
- ✓ Others?

Steps for Deliberation

1. Agree on ways to work through differing perspectives.
2. Posit open-ended questions and solicit all points of view.
3. Share all relevant information with the working group and the public.
4. Explain the reasons behind one's statements, questions, and actions. Be specific and use examples and stories. Then invite questions and comments.
5. Jointly test assumptions and inferences.
6. Disagree openly with any member of the group without being "disagreeable." Silence is consent.
7. Seek consensus for decisions. Use the Gradient of Agreement to identify areas for further discussion.
8. Record consensus and majority decisions as well as dissenting/minority opinions.

<u>Gradient of Agreement</u>

1) I do not support this recommendation

2) I need revisions to support this recommendation

3) I can support this recommendation with additional information

4) I am mostly satisfied with this recommendation and will support it

5) I strongly support this recommendation