



Tool Sheet

L'ATELIER

de la TRANSFORMATION SOCIALE

Animation

The facilitator describes the method in as much detail as possible, and ensures that everyone agrees to the use of this method of decision-making.

-The facilitator describes as precisely as possible the position to be filled and the tasks related to this position, as well as the duties, constraints and time needed to perform these tasks. Everyone can ask questions.

The facilitator announces that no nomination is allowed. He/she distributes a ballot paper with two lines to each candidate:
my name is and I vote for

The facilitator then counts the ballots one by one, getting each person to explain their choice.

-The rules are: speak positively, speak in "I", do not make comparisons. The person can then express benevolence and recognition of the chosen candidate. Each candidate is thus highlighted for his or her qualities and talents. The other people are asked not to react.

-The facilitator suggests to those who have chosen a minority candidate to shift their vote to one of the candidates with a chance of winning. This is of course optional, as each person can make their own choice.

-If the candidate does not volunteer, anyone is asked again to make a proposal from the other candidates. If all do not accept the position, the size of the position may need to be reviewed and roles and responsibilities redefined.

Prerequisites

- The roles and responsibilities of the job must be understood by all.
- The group should know each other well enough to be able to express their opinion on the candidate they are nominating.
- Voters need to feel legitimate and confident to express their opinion clearly.

Postures

Facilitator :

- Explains the tasks involved in the function
- Ensures compliance with the benevolence rule
- Must ensure a fair distribution of speaking time
- Ensures that everyone respects their posture
- Is in an active listening posture (not just counting).

Voting :

- Ensure that you express yourself in a calm, caring and respectful manner
- Speaks in first person
- Selects a person who is deemed competent, not on the basis of technical knowledge, but on the basis of how he or she can embody the position.

Elected :

- Expresses himself/herself freely on the acceptance or refusal of the post for which he/she has been nominated.

Benefits

- The legitimacy of the elected representative is reinforced by the expression of qualities by the voters
- The collective is strengthened by the cohesion of the group
- the moment of election becomes a joyful process because of the warmth of the exchanges

Boundaries

- The nomination of a candidate can cause a stifling effect. It is important to ensure that the person is able to refuse the mandate, without feeling pressure from the group
- For more than 20 people, the method is long and tedious.

Vigilance

- It is important to ensure that refusing a position or choosing another candidate is not experienced or perceived as a rejection.
- This process requires that a framework of safety or trust is in place and that the consent decision is under control.

For what?

- This method is suitable when there are no candidates for a position, when people do not feel legitimate or because they feel that the outgoing members are perfectly suited to the position.
- A suitable method for renewing a body with new people who would never have come forward taking up the post.
- A perfect method to ensure that those who always stand for election (people who are comfortable with power, charismatic, leaders...) are not systematically elected.

Freedom with the method

- It may be decided to go round the table beforehand, with everyone introducing themselves.
- It may be decided to skip the ballot stage. In this case, a round of voting is held, with everyone announcing their vote. However, care must be taken to ensure that there is no pressure effect, which leads some people to change their votes in order to join the majority.

Objectives:

- To propose a voting system that does not require candidates to compete. Allow the election of people with different profiles

Practical use:

Lasts about 1 hour. This method is recommended for groups of up to 20 people.

URL of the article:

http://atelier.fdh.org/en/take-action/our-experiences/article/election-without-candidate?var_mode=calcul

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