



Tool sheet

WORKSHOP

for the SOCIAL TRANSFORMATION

Colored cards

The purpose of colored cards is to regulate and structure speaking in a group and thus facilitate discussion. In particular, it makes it easier to gather points of view of people who are less comfortable expressing themselves within a group. These cards can be used within a group, be it a collective, a project team, an organization's board of directors, etc.

The colored cards allow a quick visualization of the different points of view expressed. It makes it easier to summarize opinions and identify areas of consensus or disagreement within the group. It is a useful tool for building a collective proposal and **deciding by consent**.

“Decision-taking by consent differs from decision-taking by consensus: in consensus, everyone says “yes”; in consent, no one says “no”. This implies that when we take a decision by consent, we are not going to look for the “best solution” - which can just be a passing thought and can therefore prove false in application and a source of conflict, not to mention the fact that taking the decision in that case can be very time-consuming - but start from the principle that a good decision is one that respects the limits of those who will have to live with it, and that will enable the group to move forward.”¹



¹ « Sheet 15 – Decision by consent », Foundation Nicolas Hulot for nature and mankind: www.ladecouverte.org/wp-content/uploads/2016/08/Gestion-par-consentement-detaille.pdf

Practical use

Distribute a card of each color to each participant and give the group the following instructions:

“After each presentation or talk, choose a colored card and show it to the group. Feel free to change the color throughout the discussion as long as the card reflects your current position”.



Green: I agree with this proposal/speaking.



Yellow: I have a question of understanding.

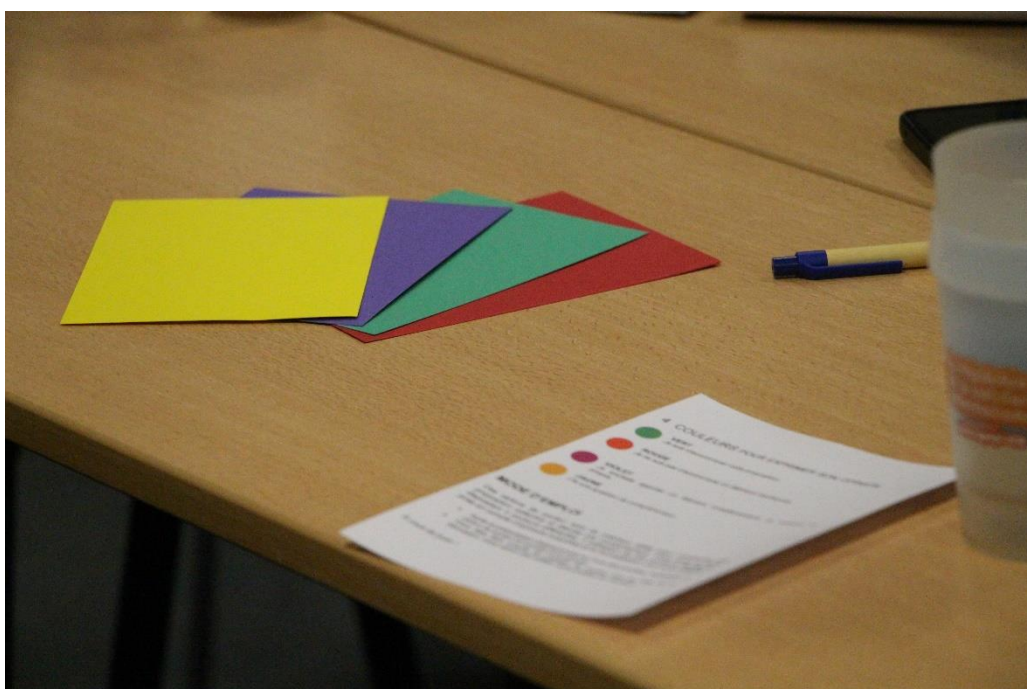


Purple: I would like to provide additional information or qualify this proposal.



Red: I do not agree with this proposal.

To make it easier the use of this tool you can distribute to participants a small summary sheet explaining the meaning of each color, the speaking order and the purpose of the tool (to come to a decision that respects everyone's limits and not to impose one's point of view). In appendix you will find an example of an instruction sheet to be distributed together with the colored cards.



Alternative : in a remote meeting with ZOOM

For a remote meeting you can use Chat emoji to allow participants to express their opinions at the same time. For instance you can use the different colors of the hearts following the same instructions as for the cards.



Points of attention

To distribute the floor among the participants, it is important not to give the floor to the red cards first in order to encourage questions and additional information. In this way, participants are invited to move from the posture of “I want to defend my idea because it is in my own interest”, to that of “I’m contributing, like everyone else, to find a solution that respects the limits of those who will have to live with that decision”.

By leaving the floor to the yellow and purple cards first, we leave time for people showing a red card to change color card as questions arise. We generally do not leave the floor to people showing a green card: this avoids people rephrasing what has already been said and leaves the floor to people who have questions that can move the discussion forward.

It is therefore essential, to use this tool, to have someone designated as discussion facilitator in order to give participants a voice in respect with the defined order of colored cards.

So when using this tool to take a decision by consent, the facilitator ensures that there are no more red cards at the end of the discussion.

Objectives:

- Regulating and structuring speaking, facilitating debate
- Enabling people who are less vocal in a group to give their opinion, and channelling those who are more comfortable speaking up because of their position within the group
- Quickly visualizing the different points of view expressed. This facilitates the synthesis of opinions and helps to identify areas of consensus or disagreement within the group.
- Taking decisions by consent

Practical use:

In meetings, workshops...

With a group (a collective, a team meeting, a board of directors...)

Face to face or remotely

URL link to article: [Colored cards - The workshop of social transformation](#)

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Instruction sheet - color cards



I agree with this proposal



I do not agree with this proposal



I would like to provide an additional element/information or qualify this proposal



I have a question of understanding

INSTRUCTIONS FOR USE

These colored cards allow you to build a collective proposal and decide by consent. You have 4 different colors at your disposal. Using these colors makes it easier to take into account qualified views and formalize a collective opinion.

- After each contribution, choose a colored card and show it to the group.
- Feel free to change the color throughout the discussion as long as the card reflects your current position

The floor will be left first to the purple and yellow cards to encourage questions and additional elements and thus move forward with our collective decision.

It's your turn !