Selections

ELECTIONS IN SOCIOCRACY

Define role and term
Gather qualifications
Consent to qualifications

Note down nomination
Nomination round
Change round

Propose candidate
Consent round
(& integrate objections)

You can nominate yourself!

say why!
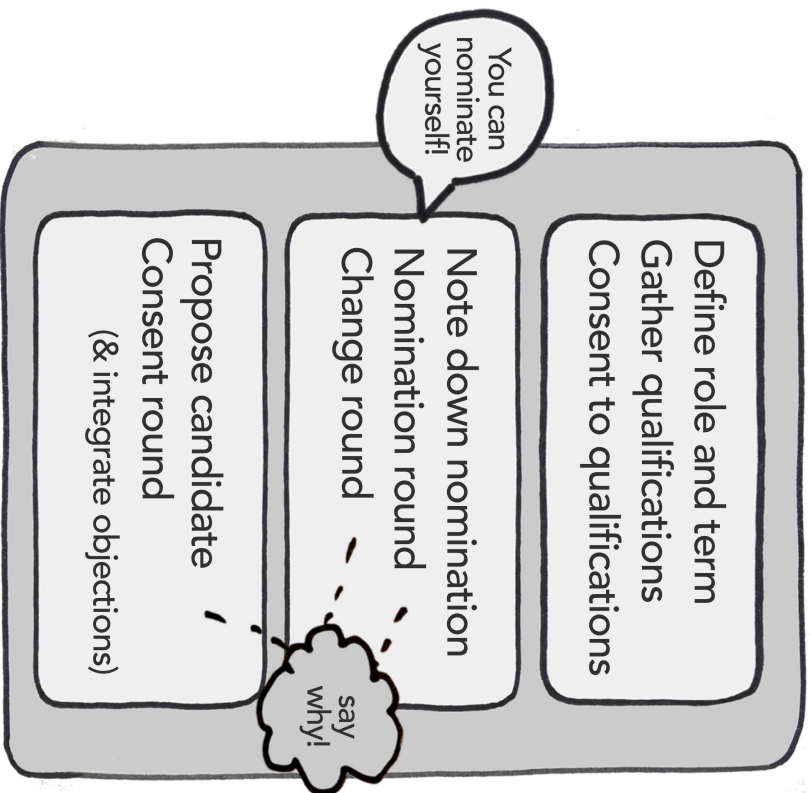
Understand

"Let's summarize what this role entails. "; "I propose a term of... "
"What kind of qualifications would you like to see in a candidate?"
"Is this list of qualifications good enough?"

Explore

"Take a moment and think who you think has those qualifications."
"Who do you nominate and why? Remember you can nominate yourself."
"Having heard what you heard, do you change your nomination?"

Decide

"I propose ... for the role of... for a term of .... because .... "
"Do you consent to .... filling this role?"

ask the candidate last

Integrating Objections

get more training?
step down from other roles?
shorten term?
track concern?
give feedback?

add term end to backlog
give rights/privileges
change lists etc.

Sociocracy For All
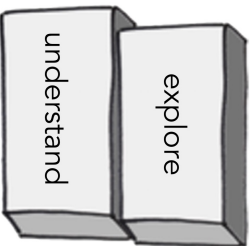Resources, training, community
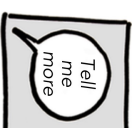
sociocracyforall.org

2019

Magic phrases FOR MEETINGS

Clarity

person: *"Help me get clarity on what you mean."*
group: *"What info do you need so you understand?"*
reflect: *"Did I get it right? Is there anything else?"*

understand

Tell me more

More ideas

"Let's do a quick round."
universal: *"What comes up for you around this?"*
deeper: *"What do you think is important here?"*
forward: *"What do you think we should do?"*

explore
understand

Encourage rounds

As facilitator: *"I'd like to make sure everyone can speak without being interrupted."*

As member: *"It's easier for me to contribute without interrupting others if we do rounds."*
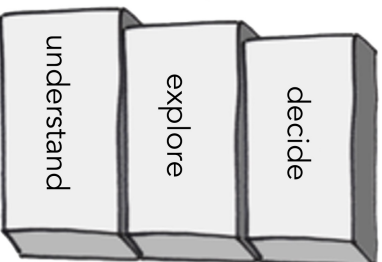
Forward motion

Move on: *"We can still add more ideas later. Let's move this along."*
Synthesis: *"Let's ask... to write this up into a proposal."*
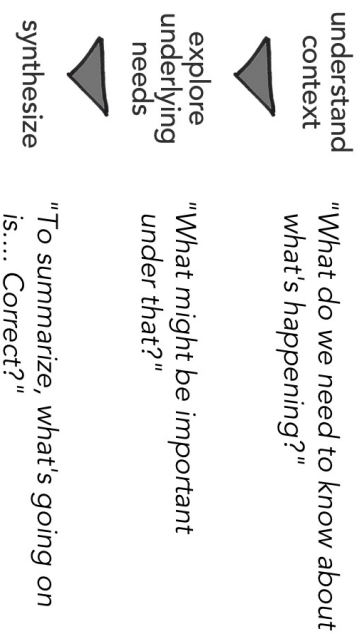Decision: *"Let's see whether we have consent on this part."*

decide
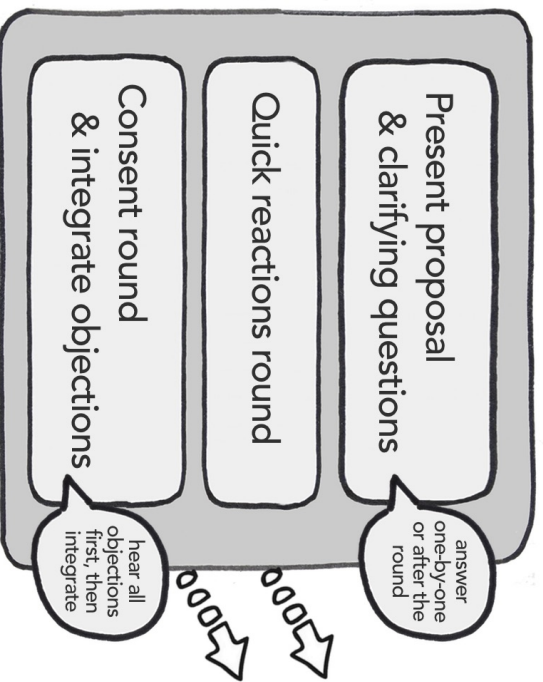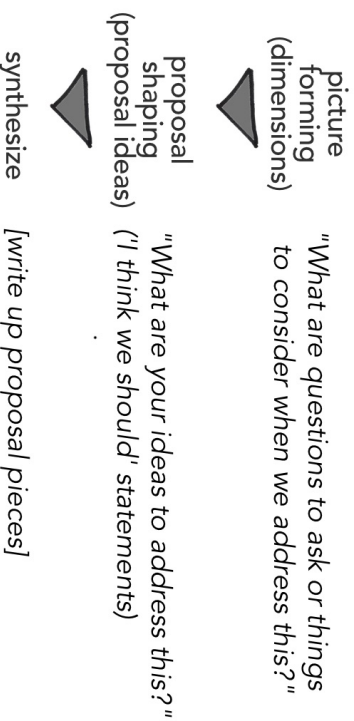explore
understand
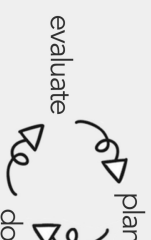
Next step

"What can we put in place now so we start from a better place next time?"

evaluate
plan
do

CONSENT & GENERATING PROPOSALS

Understanding the context

understand context — *"What do we need to know about what's happening?"*

▶

explore underlying needs — *"What might be important under that?"*

▶

synthesize — *"To summarize, what's going on is.... Correct?"*

Present proposal & clarifying questions

> answer one-by-one or after the round

Quick reactions round

Consent round & integrate objections

> hear all objections first, then integrate

Generating a proposal

picture forming (dimensions) — *"What are questions to ask or things to consider when we address this?"*

◀

proposal shaping (proposal ideas) — *"What are your ideas to address this?"* ('I think we should' statements)

◀

synthesize — [write up proposal pieces]

Consent

"Is there anything you don't understand about the proposal as is?"

"How do you feel about the proposal?"

"Do you consent/object?", or: *"Do you see any harm in this proposal?"*

Objections

Understand: *"Let's look at this concern in relationship to the aim."*

Explore: *"How can we improve the proposal and move forward?"*

range of tolerance

preference

⌇ aim

object   consent
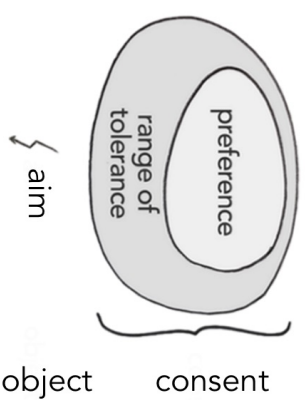
modify the proposal
measure the concern
shorten the term

Circle roles FOR SOCIOCRATIC CIRCLES

Leader

WHAT oversees operations in the circle
carries information from the wider organization into the circle

HOW hold people accountable to the aim and their roles
think proactively about the agenda
identify blockages and surface them so they can be addressed
make time critical decisions and be transparent about it

Delegate

WHAT brings the voice of the circle to the wider organization
by attending the parent circle

HOW pay attention to the wellbeing of the circle
report to the parent circle - filter out small details but
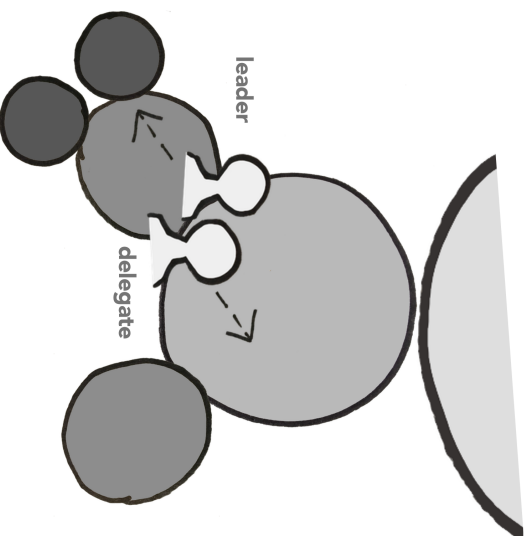name and amplify essential patterns

leader

delegate

Roles can be combined -
someone can be
delegate and secretary at
once. There is only a
double link if leader and
delegate are held by
separate people.

Facilitator

WHAT facilitates the circle meetings

HOW hold space with rounds so everyone can be heard
identify proposals and ask for consent to allow action
reflect back, summarize, synthesize to support clarity

Secretary

WHAT maintains the circle's written records

HOW takes and stores meeting minutes
keeps the documents organized and accessible
interprets the minutes and policies

Agenda preparation can be done by one role or a combination.
Create your own agreement on which role is responsible.

Ideally, these roles are refined, approved by consent and then filled using
the sociocratic selection process.

Meeting format
IN SOCIOCRACY

Check-in

"How are you entering this meeting?"

"Let's make everything is taken care of before we start on our agenda items."

Agenda

"Let me describe the agenda..."
"Are there any additions to the agenda?"
"Are there any objections to the agenda?"

Topics

Decision: *"Let's see if we can make a decision on..."*
Exploration: *"We will gather some ideas/feedback on..."*
Report: *"Let's make sure we all know what's happening on..."*

Backlog

"What from today's meeting needs to go on the backlog?"

(term ends - roles/policy;follow-up topics /new items

Evaluation

"How are you leaving this meeting?"
"How could we improve content, process, interpersonal dynamics?"

Opening round
ADMIN

ATTENDANCE   DURATION   MINUTES   INFO   NEXT MEETING

Who is here/absent? Roles?
How long is this meeting?
Last meeting's minutes ok?
Info/announcements?
Next meeting time?
(or: who schedules?)

Consent to agenda

decide — Decision
explore — Exploration
understand — Report

Update backlog

Closing round