

1 | FOUR WAYS A GROUP SAYS YES

Consensus • Agreement • Consent • Compromise — for pediatric practice partners and teams

1 • CONSENSUS

BLENDED UNTIL EVERYONE CAN ACCEPT IT

- **Group members blend ideas** until everyone can accept the outcome.
- **Not everyone's first choice**, but no one blocks it.
- **Takes a lot of time** and deep talks.
- **Builds strong shared ownership.**

2 • AGREEMENT

THE SAME VIEW, THE SAME YES

- **Everyone holds the same view** — or says "yes" to the exact same thing.
- **Requires uniform alignment.**
- **Leaves little room** for mixed feelings or minor preferences.
- **Often happens naturally** when goals already match.

3 • CONSENT

NO MAJOR, HARMFUL OBJECTION

- **Focuses on the absence of a major, harmful objection.**
- **Uses the rule:** "If it is safe to try, we can move forward."
- **Faster than consensus** — it does not require active excitement or total alignment.
- **Common in modern team** and governance models.

4 • COMPROMISE

A MIDDLE GROUND, BOTH SIDES GIVE

- **Starts from opposite sides** with fixed demands.
- **Both sides give up pieces of their goal** to reach a middle ground.
- **Can leave people feeling** slightly unhappy or regretful.
- **Useful when time is short** or views sharply clash.

THE CONSENT TEST

"If it is safe to try, we can move forward."

The rule consent runs on — the absence of a major, harmful objection, not active excitement or total alignment.

2 | SIDE BY SIDE

The same four modes — the bar, the speed, the ask, the room afterwards

MODE	THE BAR IT CLEARS	SPEED & COST	WHAT IT ASKS OF PEOPLE	HOW PEOPLE LEAVE THE ROOM
FOUR WAYS A GROUP SAYS YES • EACH COLUMN RESTATES THE PANELS IN §1				
1 • Consensus	Everyone can accept it — no one blocks it.	Slow — a lot of time and deep talks.	Blend ideas until the outcome is acceptable to all.	With strong shared ownership.
2 • Agreement	Everyone holds the same view.	Arrives naturally — but only when goals already match.	Uniform alignment.	With little room for mixed feelings or minor preferences.
3 • Consent	No major, harmful objection.	Faster than consensus.	No need for active excitement or total alignment.	Able to move forward — it is safe to try.
4 • Compromise	A middle ground both sides accept.	Fast — useful when time is short.	Each side gives up pieces of its goal.	Possibly slightly unhappy or regretful.

3 | WHICH ONE, WHEN

Start from the situation — the situation picks the mode

GOALS ALREADY MATCH → AGREEMENT Agreement often happens naturally. Panel 2 in §1 — row 2 in §2.	IT IS SAFE TO TRY AND SPEED MATTERS → CONSENT Consent moves the group forward. Panel 3 in §1 — row 3 in §2.	THERE IS TIME FOR DEEP TALKS AND SHARED OWNERSHIP IS THE POINT → CONSENSUS Consensus blends ideas until everyone can accept it. Panel 1 in §1 — row 1 in §2.	TIME IS SHORT OR VIEWS SHARPLY CLASH → COMPROMISE Compromise reaches a middle ground. Panel 4 in §1 — row 4 in §2.
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WHAT EACH MODE COSTS

- **Consensus** buys shared ownership with time — a lot of it, and deep talks. **Agreement** leaves little room for mixed feelings or minor preferences.
- **Compromise** can leave people slightly unhappy or regretful — both sides gave up pieces of their goal. **Consent** does not require active excitement, so the group can move forward on an outcome no one is excited about.