## REPRODUCIBLE

## Fist to Five Strategy

**Five fingers:** I love this proposal. I will champion it. **Four fingers:** I strongly agree with the proposal.

Three fingers: The proposal is okay with me. I am willing to go along.

Two fingers: I have reservations and am not yet ready to support this proposal.

One finger: I am opposed to this proposal.

Fist: If I had the authority, I would veto this proposal, regardless of the will of the group.

Source: DuFour, DuFour, Eaker, Many, & Mattos, 2016.