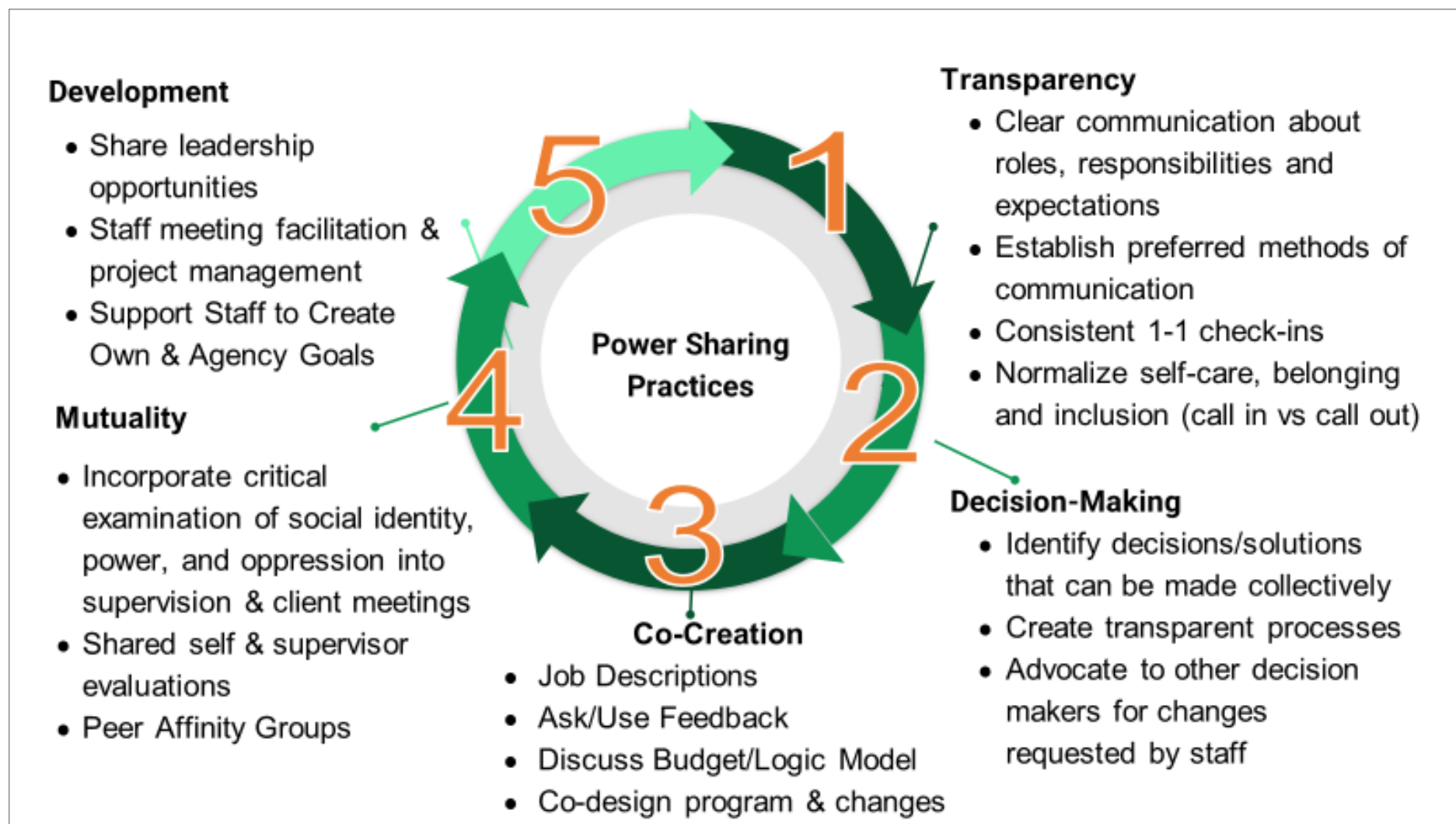


Power Sharing Practices



Developed by Eloise Sepeda and Eva Lessinger for webinar on [Sharing Power in Survivor Serving Organizations](#), part of the [SOS Institute](#), a project of [Futures Without Violence](#).

Decision Making Tools

DARCI

Clarity on decision making and who will be involved in each step

- Decision-maker, accountable, responsible, consultant, informed.

MOCHA

Tool for establishing **clear roles** on projects

- Roles: manager, owner, consulted, helper, approver.

Levels of involvement

Levels of ownership and involvement

- Decide and announce; gather input from individuals and decide; gather input from group and decide; consensus; delegate with constraints.

Consensus

Way of reaching agreement between all members of a group

- All opinions, ideas and concerns are taken into account.

Gradients

Gradients of agreement, 8 point scale for decision support

- Whole-hearted endorsement; agreement with a minor point of contention; support with reservations; abstain; more discussion needed; don't like, but will support; serious agreement; veto.

- ❖ **DARCI:** <https://www.trec.org/wp-content/uploads/2020/05/DARCI-Decision-Making-Model-v520.pdf>
- ❖ **MOCHA:** <https://interactioninstitute.org/wp-content/uploads/2017/05/levels-of-involvement.png>
- ❖ **Levels of involvement:** <https://interactioninstitute.org/wp-content/uploads/2017/05/levels-of-involvement.png>
- ❖ **Consensus:** <https://www.seedsforchange.org.uk/consensus#what>
- ❖ **Gradients agreement:** <https://www.lucidmeetings.com/glossary/gradients-agreement>
- ❖ **Choosing modes of decision making:** <https://www.managementcenter.org/resources/modes-decision-making/>