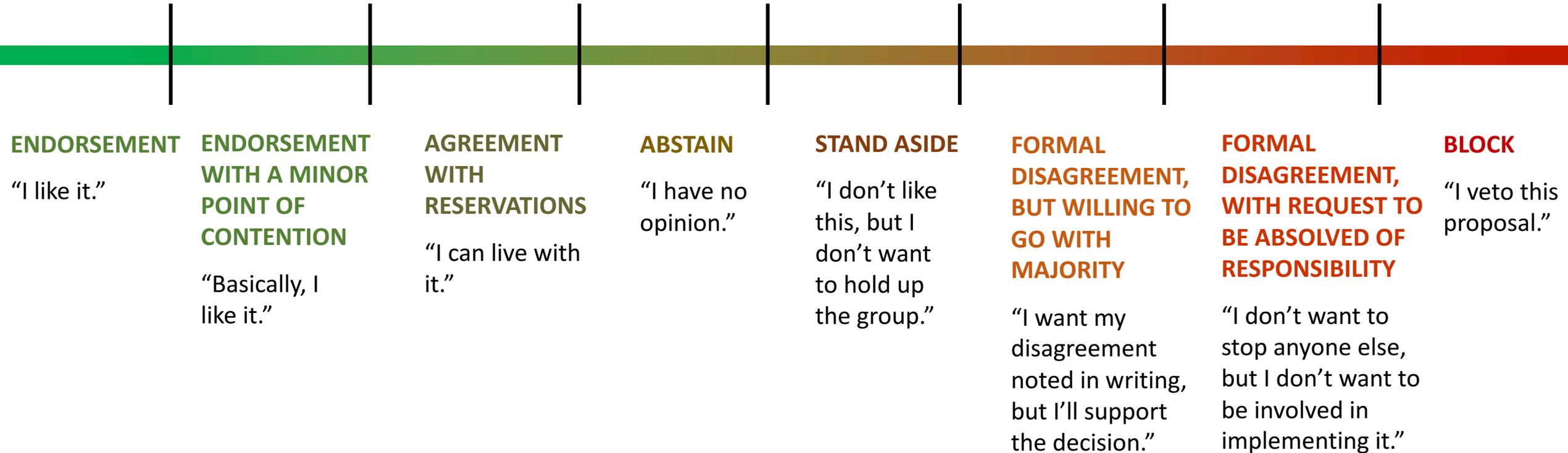


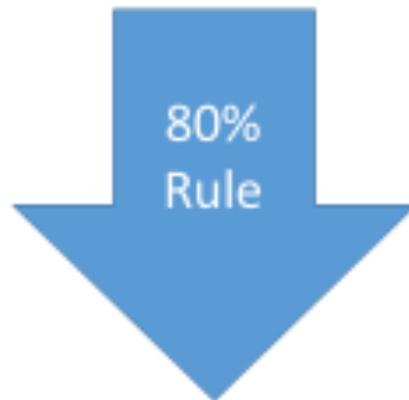
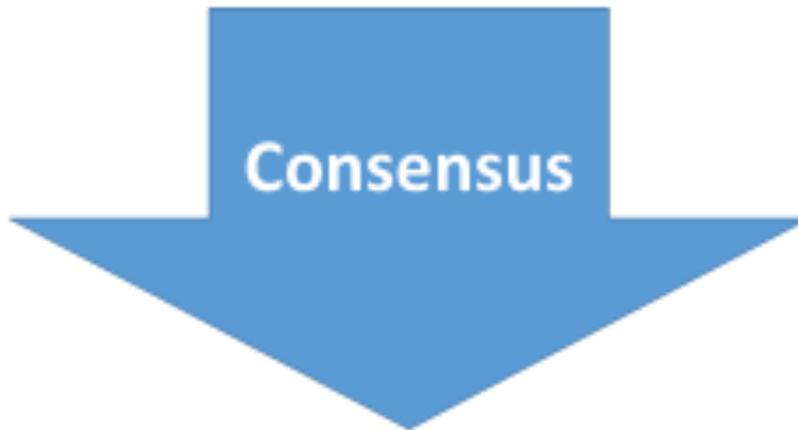
Consensus and Gradients of Agreement . . .



This is the Community At Work Gradients Of Agreement Scale.

This scale makes it easier for participants to be honest. Using it, members can register less-than-whole-hearted support without fearing that their statement will be interpreted as a veto.

Proposed Decision-Making Model



SUSTAINABLE
DECISION

SUPER MAJORITY OF 2/3