

Objections as Gifts

In sociocracy, 'objections' are welcomed as an important check on whether a proposal has integrity within the group or organisation.

Valid Objections

Although the comment raised is to be respected and has value, to be formally considered 'valid', objections are:

- **Reasoned** -
 - clear and understandable
- **Referenced**
 - refer to the agreed purpose of the circle
 - pose a '**risk to purpose**'

Valid objections are not:

- **Personal**
 - **issue**
 - **opinion**
 - **preference**
- **Pre-existing**
- **Proposal**
 - alternative ideas can be raised in comments rounds

Facilitation of Objections

- The facilitator (and others in the circle) can assist the objector in clarifying their point where appropriate.
- **Assessing validity:**
 - The facilitator assesses the validity of the objection, as outlined above, and explains their reasoning to the circle.
 - This is followed by a clarifications round and a 'comments and concerns' round.
 - The facilitator then decides whether to accept the objection as valid or not,
 - This prevents the deadlock of an objector objecting to a proposal that their original objection is not 'valid'.
 - It is important to remember and respect that the facilitator has been selected for their role, to serve this purpose for the circle.
 - **Note:** Groups/organisations vary in how this process is facilitated and how the final decision is made, and it is important to have written agreement on this in advance.
- If an objection is not considered 'valid', and time allows, the facilitator may accept the point as a 'comment' and invite an additional 'comments and concerns' round, giving the proposer an opportunity to integrate the new comment if deemed appropriate.
- In some circumstances, if time and capacity allow, it may be helpful to offer time outside of the meeting to explore the underlying feelings and needs behind the issue raised.