The 10 Principles of Consideration

These Values and Principles explain why Consideration is the most effective process for Change. They are central to the job of motivating employees to identify opportunities to improve, to enable thinking about where people might struggle to get their job done, and to allow clear explanation of possible solutions. In this way the "business" of Continuous Improvement gets done better, faster and cheaper.

An employee innovation and communication platform where people are challenged to get to the Heart of the Matter.

consideration

Principle #1 INCLUSION

The *democratization* of Ideas is *Consideration's* core philosophy. Everyone is actively encouraged to contribute and participate. Permission to *suggest* change is *not* required. The people affected by Change, as well as those implementing it, are part of the process. In that way they become *Stakeholders,* not onlookers.

Principle #2 Safety & Equity

Consideration is a safe, supportive, trusted *employee community* where everyone *feels* welcome. Introverts and extroverts have equally loud voices for their ideas which improve work, well-being and the future. Every idea or comment is welcome.

Principle #3 Self Improvement

Consideration demystifies Innovation. Participants quickly learn to express and carefully explain ideas. Everyone can learn the Language of Continuous Improvement:

‣ Innovation = Satisfying *unmet* needs

‣ Innovation's three most important words are *Maximize, Minimize and Avoid!*

‣ Explaining change in these terms resonates and enables meaningful improvement suggestions from anyone!
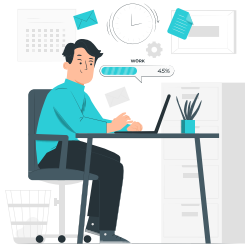
Principle #4 Autonomy

Employees have freedom to influence their lives at work. Within *Consideration,* Managers do not hold back on giving employees the *Autonomy* to examine the *status quo* and influence the way work is done. Employees get listened to. They know they are important.

Principle #5 Diversity

This is a subtle point to make: diversity creates creative dissent. When everyone agrees immediately, and 100% about an idea or its causation, then often something's wrong. Progress therefore thrives on Diversity. Opinions or views based on experience, evidence, insights - or having seen the world through a different lens - are invaluable. And successful managers know that.
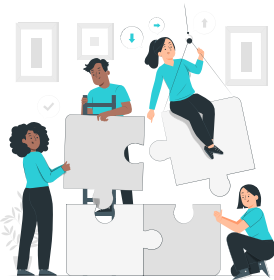
Principle #6 Co-creation

Unlike snowflakes, Ideas never fall perfectly formed. An idea is the beginning of the process, not the end. Ideas must be shared. In that way they grow, they evolve, they mature. In *Consideration* it is easy to share with a trusted friend before getting Team or Company-wide inputs.

Principle #7 Candour

Constructive criticism in communication is desirable. It may be hard problems of race, gender, bias, or any EDI subject being discussed. It may be Transformation; but there is no doubt that Candour and Kindness will get closer to the *heart of the matter.* Good things then follow.

Principle #8 Ask Questions

"Answers are Easy. Questions are Hard." We are all told to listen. Well, that means being good at asking Questions! In *Consideration* good, *catalytic* questions are asked and are persuasively answered. What's more, in *Consideration* you can do *Question Bursts;* you brainstorm questions, not just solutions, which is Invigorating, Creative, Effective!
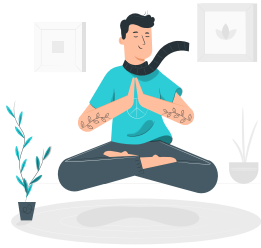
Principle #9 Concentration

Consideration minimizes *distraction*. It asks an idea author for problem or solution explanation *one question at a time*. It provides guidance and coaching in answering questions. It provides a *consistent way* to describe an idea in terms of needs, struggles, causes. Such clear explanations, taken together, show clear *understanding.* Those suggesting change are respected!

Principle #10 Humility

Proposing Change obviously has consequences.

Consideration is where people share their understanding, not flaunt their knowledge. *Authors know they do not know all the answers, all the way down the line*. It is a place where ideas proposed are willing to be tested and improved. That is why our application is called *Consideration:* to give matters careful thought and to learn from others is always the best way.