



# CHANGE TOOLKIT

## Tool: Sticky Dots Method

Used in:  
**SELECT BEST OPTION**

### What is it?

The sticky dots method is a powerful way to narrow down a long list of ideas quickly. It is always going to be challenging to balance differing opinions and priorities in order to come to a consensus.

One technique that can be used for gaining consensus in a group is called 'dot voting'. There are variations on this theme but the core idea is that each stakeholder has a limited allocation of currency (in this case sticky dots) that they can use to spend on buying requirements. The key benefit of this approach is that it doesn't allow the stakeholder to give every requirement a high priority, as there will not be enough dots. There is a gaming element to this, as you have to consider how the other stakeholders will vote, which could influence how you will cast your own votes.

### Why use it in a change process?

You should not consider the sticky dots method to be scientific, not least because results can be unpredictable and different stakeholders will have different priorities. However, it is a useful means of helping you, as a **Change Manager** to generate discussion and tease out people's priorities. You should use it during the **Select Best Option** stage of the change curve when you are looking to gain consensus on real priorities.

### What do I need to do?

1. Determine how much currency (i.e. how many sticky dots) should be allocated to each individual. It should be limited to ensure that some requirements will receive fewer votes – the more options there are to be considered the more votes you could consider allocating people.
2. Explain the approach and steps to the participants.
3. Allocate the sticky dots. Give consideration to the option of allocating each person a different colour.
4. Post all the different options on the wall on post its, flip chart paper, or in some other manner that allows each option to receive votes.
5. Ask all the participants to place their votes.
6. Rearrange the post it / flip charts to clearly show the options which have the most votes cast by them.
7. Hold a facilitated discussion to look at the results of the voting and from this decide upon the preferred option or options.

### My Notes