

# Will it be beneficial to all concerned?

Consensus building is a process involving a good-faith effort to meet the interests of all stakeholders and to seek a unanimous agreement. Reaching consensus requires time, effort, and mutual trust. Because it requires cooperation, it is the type of decision that is most likely to endure.

## Guidelines

1. Do I understand that reaching consensus on what will be beneficial to all concerned may be difficult and not exactly what I want?
2. Am I willing to work with people with whom I may disagree to reach consensus on a solution that we agree will be beneficial to all concerned?
3. Am I willing to support the consensus of the group, even if I still have reservations?
4. Am I willing to help make the consensus succeed?

Adopted by the  
Rotary Club of Gig Harbor 2023



## Guidelines for the Rotary Four-Way Test

**Of the things we think, say or do:**

1. Is it the truth?
2. Is it fair to all concerned?
3. Will it build goodwill and better friendships?
4. Is it beneficial to all concerned?

## Is it the truth?

Agreeing on the truth requires a willingness to explore each other's stories, and to adjust our thoughts and beliefs based on what we learn together.

### Guidelines

1. Am I willing to accept that I may not have a complete picture of the truth about an issue or situation?
2. As I tell my truth (my story as I understand it and why I see it that way,) do I share it without embellishment or blame?
3. As I listen to others tell their truth (their story about the issue,) do I understand each person is likely to have different information and perceptions?
4. As we seek the truth together, do I accept that no one has a perfect perception of the truth and that agreeing on the truth may require some adjustments?

## Is it fair to all concerned?

Fairness is the impartial and just treatment of, or behavior toward others, without favoritism or discrimination.

### Guidelines

1. In the interest of fairness, do I put the needs of others before my own?
2. Do I accept that what may seem fair to me, may not seem fair to others?
3. Do I support agreed upon solutions, even when the solution may still not seem entirely fair to me?
4. Do I work with others to find what is truly fair to all concerned?

## Will it build goodwill and better friendships?

Trust is the key element of goodwill and better friendships. When trust is high, goodwill and friendship are easy.

### Guidelines

1. Do I understand that *trust* is the key element in building goodwill and better friendships?
2. Do I sincerely apologize and take personal responsibility when I have damaged trust?
3. Do I modify my thoughts, speech, and actions to re-earn trust?
4. Do I forgive others who may have hurt me or not lived up to my expectations as we work together to rebuild mutual trust?