

## Open elections – template

Sociocracy includes a system for open elections (known as the selection process). Role holders are chosen through open discussion and consent rather than by secret ballot. The election process enables circle members to discuss the skills and attributes required for any given position and determine which of their members best fits the role. This is an open and transparent method aimed at promoting power sharing.

This process uses the Understand, Explore, Decide framework.

### Role and term

Read out the role description and term length. Clarification questions are then invited to ensure everyone fully understands the position that is being selected.

### Qualifications

In rounds invite everyone to share the skills and attributes the role holder will need to possess in order to meet the role description. Record them in a list everyone can see. When everyone has added their ideas, check if they can consent to the list.

*Useful framing: 'In order to perform this role well, I think the post holder needs to have the following skills...'*

- **Understand:** Is there anything I need to ask to clarify any of the qualifications listed?
- **Explore:** Does this list cover everything, anything else to add?
- **Decide:** Can I consent to the list being complete enough for now?

### Nominations

In a round invite everyone to share their nomination for the role holder, referencing the skills and attributes listed. Self nominations are encouraged.

*Useful framing: 'I nominate [name] because they bring... to the role.'*

### Change round

Having heard all the nominations and reasons behind them, in a round invite everyone to state whether they are sticking with their first nomination or would like to nominate another member.

### Propose a candidate and ask for consent

In a round, invite everyone to state whether they consent or object to the candidate, ending the round with the proposed candidate.

### Objections

If the candidate or another circle member objects, seek to address the objections.

- **Modify:** Could we redistribute one or more tasks or add a commitment for the proposed candidate to attend training?
- **Shorten the term:** Could we try this for a shorter term and then review?

- **Measure the concern:** What concerns are there about this person holding the role? What measures could we use to monitor and review these concerns?

If objections remain, propose a second candidate and ask for consent.

### **A note on the selection process**

To use this well, it is important that co-op members are supported to practise open and honest communication. Training in co-operative communication, including giving and receiving feedback, is a useful step.