

The Danger of Agreement: Why Your Team's Consensus Is a Red Flag

THE PROBLEM: THE HIGH COST OF FALSE AGREEMENT



What is "Dangerous Consensus"?

It's apparent agreement that conceals important disagreements, unexamined assumptions, or unvoiced concerns.



Consensus Kills Performance & Innovation



It Creates a Culture of Silence



Employees who feel their voice isn't valued

THE SOLUTION: BUILDING A CULTURE OF PRODUCTIVE DISSENT



1. Institutionalize Dissent



Formally assign roles like a rotating "Devil's Advocate" or conduct "Pre-Mortem" analyses to uncover risks.

2. Cultivate Psychological Safety



Leaders must model vulnerability by admitting mistakes and asking for challenges, making it safe for others to speak up.

3. Redesign the Decision Process



Have leaders speak last to avoid biasing the group and use anonymous voting to get honest initial opinions.