

The Danger of Agreement:

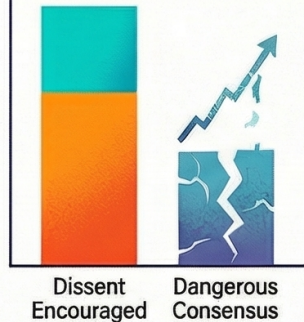
Why Your Best Meetings Might Be Your Worst

THE PROBLEM:

The High Cost of Quiet Agreement

It Kills Innovation and Financial Returns

24% Higher Returns &
31% More Innovations



It Drives Away
Your Best Talent



34%

higher turnover intentions
for employees who feel their
voice isn't valued.

Dangerous Consensus Is When Agreement Is a Red Flag

It's apparent unity that conceals important
disagreements, fear, or unexamined assumptions.



THE SOLUTION:

3 Ways to Build a Culture of Productive Dissent

1. Make Dissent Part of the Process



Rotating "Devil's
Advocate" role or
"Pre-mortem" analysis.

2. Cultivate Psychological Safety

Leaders must model vulnerability
by admitting mistakes and
explicitly asking for challenges.



3. Redesign Your Decision-Making



Have leaders speak last to
avoid biasing discussion.



use anonymous
initial voting