

道 Vibrantly Social Tools - *Hand Signals*

In a group setting, hand signals can be used to effectively move through meeting processes with ease and flow. Going slow enough to learn these hand signals can speed up the decision-making processes in the long run and make the process more fun and energizing. They also support the feeling of *We* in a group as people are able to be seen, knowing that they will soon also be heard, without having to verbally interrupt a speaker and cause a constricted sense of urgency resulting in a block in meeting flow and conversation.

The first three hand signals can be used simultaneously in a voting or temperature check process for the group to quickly scan and see where each individual is aligning on a topic and is also called a *Thumb Dial*. An important part of the *Thumb Dial* is allowing the people who display *Neutral* or *Dissonance* hand signals the chance to share their viewpoint.



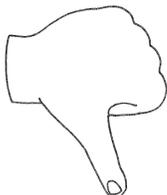
Resonance

The *Resonance* hand signal looks like a thumbs up. This hand signal is most often used during a meeting vote, symbolizing voting “yes” and having high *Resonance* and low *Dissonance* with the proposal.



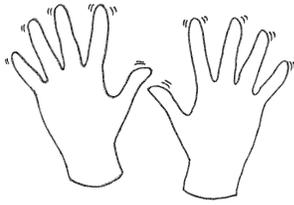
Neutral

The *Neutral* hand signal looks like a thumb to the side. This hand signal is most often used during a meeting vote, symbolizing voting “no” and having either high *Resonance* and high *Dissonance* or low *Resonance* and low *Dissonance*. It is important that this voter gets to voice the reasoning behind their vote and offer a solution that would move their vote to a *Resonance* hand signal so the meeting can move forward.



Dissonance

The dissonance hand signal looks like a thumbs down. This hand signal is most often used during a meeting vote, symbolizing voting “no” and having high *Dissonance* and low *Resonance*. It is important that this voter gets to voice the reasoning behind their vote and offer a solution that would move their vote to a *Resonance* hand signal so the meeting can move forward.



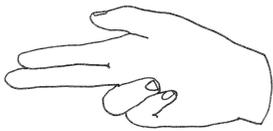
Resonance Applause

The *Resonance Applause* hand signal looks like wiggling or moving all ten fingers. This hand signal is most often used when another person is presenting an idea with which you have high *Resonance*. In practice, many people may use this hand signal at the same time and many times throughout the entirety of the meeting.



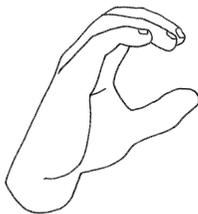
New Idea

The *New Idea* hand signal looks like the pointer and middle finger upright and crossed. This hand signal is most often used to add on a new perspective or idea that goes with the current topic presented by the person who was previously speaking, symbolizing that you have something to add and are also curious to finish hearing what the person speaking is saying.



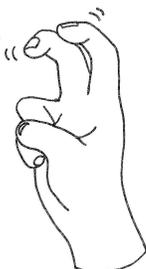
Holding Notice

The *Holding Notice* hand signal looks like the pointer and middle finger pointed at the person you see with a *New Idea* or *Clarifying Question* hand signal. This hand signal is most often used to keep track of who might be next for speaking, symbolizing that you see that they have something to add and are also curious to finish hearing what the person speaking is saying.



Clarifying Question

The clarifying question hand signal looks like the hand cupped into a C shape. This hand signal is most often used to ask for clarification on an important piece of information that was presented to the group. It can be important to answer the *Clarifying Question* before *New Ideas* are brought into the conversation to retain the feeling of *We* and to go slow enough for everyone to stay involved in the topic.



Piggy Back Idea

The piggy back idea hand signal looks like the pointer and middle finger wiggling up and down like bunny ears. This hand signal is used for adding a quick comment of the same topic to the end of another speakers comment. In practice, it can best be stated as adding a “yes, and...” to the previous speaker’s comment.