

## **Appoint a Devil's Advocate**

### *Hear Differing Views*

#### **OUTCOME**

Break “Group Think.” Many people will not speak out at meetings for fear of retribution, low group trust, or just the fear of looking stupid. As a result “group think” becomes the norm and poor decisions result. By appointing a devil’s advocate, you give official permission for raising differing views.

#### **PROCESS**

- For each issue discussed, appoint the role of “devil’s advocate” with the function of offering differing views.
- Rotate this role. Change for each topic or meeting.
- At the end of the meeting explore the effects this role had on group thinking and make revisions if necessary, for the next time the role is used.