Proposal Objection Testing

How to test a proposal through objection feedback

NVGO **Does it break a rule in the Holacracy Constitution?**

YES YES — automatically a valid objection → proceed to Integration	**NO** NO — test through the five criteria below

1 **Does the proposal limit the circle's purpose or accountabilities?**

YES YES — continue to criterion 2	**NO** NO — objection is invalid and dropped

2 **Does the proposal limit your role in this circle?**

YES YES — continue to criterion 3	**NO** NO — objection is invalid and dropped

3 **Does the objection originate from this proposal?**

YES YES — continue to criterion 4	**NO** NO — objection is invalid and dropped

4 **Can the harm be reasonably expected?**

YES YES — continue to criterion 5	**NO** NO — objection is invalid and dropped

5 **Is there enough time to change to prevent significant harm?**

YES YES — objection is invalid and dropped	**NO** NO — valid objection → proceed to Integration

Objection is invalid and dropped

No changes are made based on this objection

Valid Objection → Integration

Find a way to resolve the objection while still solving the original tension

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