



VIS-IT[®] SOLUTIONS TRAINING DOCUMENT

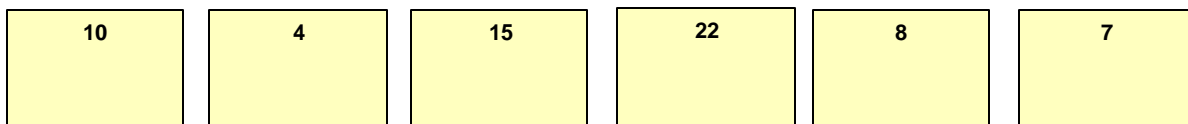
RANKING CHOICES: PAIRED COMPARISON LEAPFROG TECHNIQUE

The Paired Comparison Leapfrog Technique utilizes the unique mobility of VIS -IT Tools like hexagons and Big Idea Pad sheets.

Imagine that a group has been considering a large number of ideas or choices, and wants to reach consensus on the “Top Three” that deserve the highest level of attention. Here’s how they would use this technique to arrive at them.

Step 1: Determine how many idea choices are to be included in the assessment. This activity works best when dealing with eight or fewer ideas at a time, but it can continue with any reasonable number of idea choices.

Step 2: Write each idea choice on a hexagon or a Big Idea Pad sheet (if they are not already on one of these sheets) and prefix the idea with a number (if they are not already numbered) so that members of the group can refer it to easily. See the example below, which represents six ideas in one cluster, and which, initially are temporarily ranked 1-6, beginning from the left.



Step 3: Determine the Temporary Top Three (TT3). Do this in the following way:

- Ask the group to look only at the first three ideas at the left side of the row
- Ask the group to decide, by show of hands or voice vote, which of the two ideas at the far left (in the example above, ideas 10 and 4) has the highest rank. Rearrange them, if necessary, with the highest rank on the left.
- Next, ask the group to decide if the idea in number 3 position (idea 15) should displace (leapfrog) idea 4, and if so, rearrange them. Then, ask if idea 15 should replace (leap-frog ahead of) idea number 10, and if so, rearrange them.
- After each idea in the TT3 has been contrasted against each other, the Temporary Top Three have been ranked from left to right.

Step 4: Now, each idea *to the right* of the TT3, beginning with the idea in temporary rank 4 (idea 22 in the example above), becomes a candidate to win a place in the TT3. A candidate idea can leapfrog into the TT3 as follows:

- Ask if the candidate idea should rank higher than the idea in temporary rank 3, and if so, rearrange them, with idea 22 (in this example) in the spot

- previously held by idea 15. If the candidate idea cannot replace the idea in the current rank 3, then put it into a *discard pile*.
- However, if the candidate idea made it to rank 3, ask if the candidate idea should move into rank 2, and if so rearrange them.
 - Finally, if the candidate idea made it into rank 2, ask if the candidate should move into the rank 1, and if so rearrange them.

Step 5: Continue performing Step 4 until all candidate ideas have been given a chance to win a spot in the Temporary Top Three. When no candidates are left, then the Temporary Top Three have become the final TOP THREE ideas.

NOTE: In the example above, the idea are arranged in a row, with the highest rank to the left. Ideas could, of course, be arranged in a column, with the highest rank being on top. If this were the case, the steps described above would still apply, but the term “above” would replace “left”.

ABOUT VISION WORKS, LLC

Vision Works, LLC is the creator of the VIS-IT™ Line of facilitation and thinking tools including FlowShapes™, 6” Hexagons, Jumbo Hexagons, Mini Hexagons, Big Idea Pads, and the Great Big Idea Pad. Vision Works serves a rapidly growing customer base including facilitators, trainers, consultants, managers and executives working in some of the world’s largest and most innovative organizations.

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