

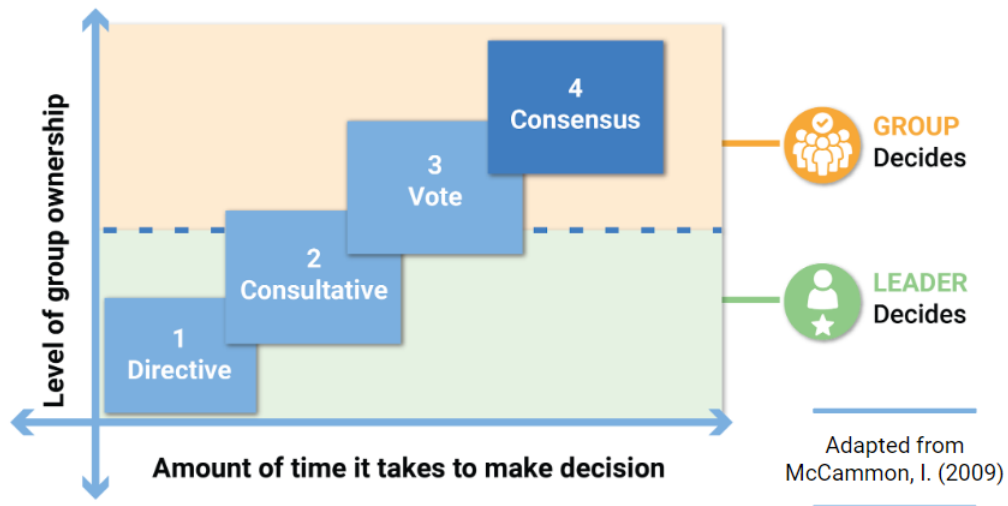


Decision-Making Styles Cheat Sheet

Version 06_2024. Resources adapted from McCammon, I, (2009) in June 2024.

Decisions are part of every day, no less during field work. In Module 2, we introduced why it is important to think about how we make decisions and how the decision-making style can impact the group culture and dynamics. Use this cheat-sheet if ever you need a reminder of the different styles, their pros, cons and potential pitfalls.

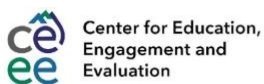
Group Decisions



Directive Decision

- Leader decides and then informs the group
- Pro: very quick to make
- Con: no group buy-in

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Consultative Decision

- Leader solicits input from group before making decision:
 - Consultative I: Make a tentative decision, then ask group members for some feedback before making the final call.
 - Consultative II: Gather feedback from group members as a starting point to inform the decision, then decide.
- Pro: Gives team members an opportunity to voice their thoughts.
- Con: Not all group members will have an equal voice.
- Potential pitfall: Don't solicit information, if you are not honestly going to consider it. Inform that group that you are looking for input, but plan to retain your decision making power.

Voting

- Good for decisions that are not very high consequence, but are rather a matter of preference.
- Pros: Gives everyone in the group an equal voice.
- Cons: May risk disenfranchising group members that did not vote in favor of a decision.
- Potential pitfalls:
 - Requires the leader to give up their veto power.
 - Important to define before voting a) how many people need to be present and b) what the required majority is (e.g. half + one, or $\frac{3}{4}$ etc.).

Consensus

- Group decision where everyone can voice their opinion / thoughts / concerns and the group jointly tries to come to a decision that everyone is comfortable with.
- Pro: Gives group members a lot of ownership, which can be empowering.
- Cons:





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- Requires a well facilitated discussion and enough time to hear everyone out.
- Can be challenging with large groups / requires an experienced facilitator.
- Potential pitfalls: Consider setting a time limit. If the group can't reach consensus within the determined timeframe, the leader can fall back to the consultative decision making style.



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