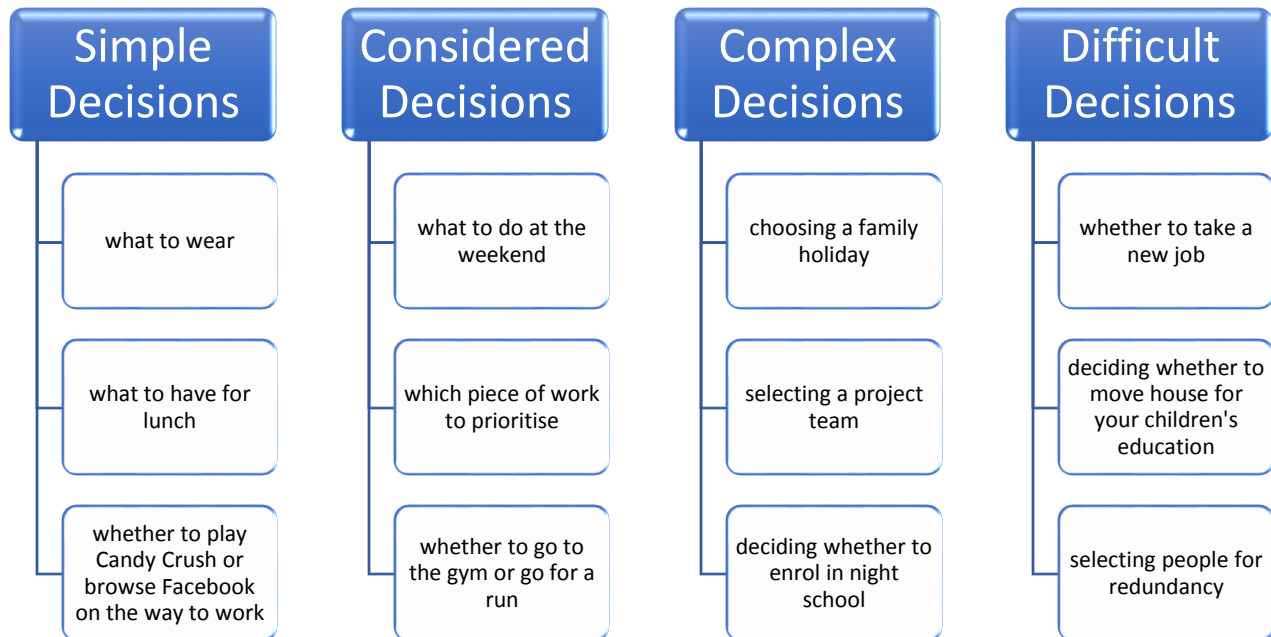




Decision Making

Types of Decision



DECISIONS ARE SIMPLY CHOICES

How we Make Decisions

Our limbic system makes thousands of minor decisions on our behalf every day. Its 'default' setting is to choose what is known and safe: to avoid danger and pain, and keep us in our comfort zone. It works at an emotional level. To handle new or complex decisions, the pre-frontal cortex (thinking part of the brain) has to over-ride the limbic system and THINK about the issue. We tend to be happy with decisions when our limbic system and pre-frontal cortex are in agreement i.e. when we satisfy both the heart and the head.





Decision Making Style – Vroom and Yetton

Vroom and Yetton defined five different decision styles. Two are autocratic (A1 and A2), two are consultative (C1 and C2) and one is Group based (G2).

A1: You take known information and then decide alone.

A2: You get information from others, and then decide alone.

C1: You share the problem with others individually, listen to ideas and then decide alone.

C2: You share the problems with others as a group, listen to ideas and then decide.

G2: You share problems with others as a group and then seek and accept consensus agreement.

As with all personal effectiveness/leadership skills, there isn't a best way to make a decision (although there may be a wrong way!). Be aware of your own preferences and make sure that you use a style that is appropriate to the decision you are making.

Decision Making Techniques

