1.7a Forms of Decision Making - Example

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| DECISION STYLE | PROS | CONS |
| **Individual (Autocratic)**  One person decides. | Decisions are swift.  Requires no consultation.  Everyone knows who is responsible for the decision. | Might not be the best decision.  Might arise only from what the individual knows or is most comfortable with.  Action might not be agreeable to most or even any.  Most will not feel deeply committed to the decision unless they are deeply committed to the individual. |
| **Representative**  One person (or a small group) receives advice from others and makes decision that impact everyone. | Decisions are swift.  More ideas expand possibilities. | Those consulted might feel pressure from the decision maker(s).  MIght not be the wisest decision.  Action might not be agreeable to most or even any.  Some points of view are not heard.  Most will not feel deeply committed to the decision unless they are deeply committed to the individual or group. |
| **Majority (Democratic)**  An issue is widely discussed, but the majority rules the decision making process; voting. | Can be used with small and large groups.  Most people are familiar and comfortable with this process.  Everyone has a voice initially, if they use it; many points of view are heard.  Individuals feel a sense of equality. | A win-or-lose mentality can develop.  There may be a lack of commitment by those who fought for a different position.  Issues become personal, based on who has supported whom, rather then who believes in what.  People tend to look at traditional alternatives when using traditional methods. |
| **Consensus**  An issue is widely discussed and everyone agrees that the decision is acceptable. | More opinions and perspectives are aired.  Individuals feel a sense of equality.  Promotes synthesis of ideas.  Elicits broader commitment.  Can prompt further education about a topic. | Can take a lot of time.  Requires members to be mature about carrying out ideas that didn’t rank first on their list.  Progress can be blocked by one person.  Difficult in large groups.  When new members join they must learn to trust the group and the process. |