

# Decision-Making: Decide How To Decide

There are a lot of different ways to go about making a decision. Since a team is a collaborative effort, decision-making in the team also needs to be collaborative. The key to good collaborative decision-making is for the team to be explicit about its decision-making process – selecting the right decision-making process for the need.

**Collaborative decision-making is highly effective when:**

- Decisions require diverse, creative ideas
- Many perspectives are needed to understand the issue or problem
- A fundamental or significant change is likely
- Many people or groups share the same problem
- The group will determine the best decision-making option for each situation
- The group members will support the decisions made by the group

## 7 POINT DECISION-MAKING CONTINUUM



*Consortium for Educational Change October 2013*

1. OUR Decision – We will ask if we need you.
2. OUR Decision – We will **INFORM** you prior to implementation.
3. OUR Decision – We will **CONSULT** with you before we decide.
4. OUR Decision – We will **CO-CONSTRUCT** the Decision together.
5. Your Decision – You will **CONSULT** with us before you decide.
6. Your Decision – You will **INFORM** us prior to implementation.
7. Your Decision – You will ask if you need us.

*Log onto the link below for an overview of the 7 Point Decision-Making Continuum  
by Dr. W. Patrick Dolan, author of Restructuring Our Schools: A Primer for Systemic Change  
<http://youtu.be/r1jtpnqjUms>*