

## Decision Options Chart

OPTION	PROS	CONS	USES
<b>Spontaneous Agreement</b>	<ul style="list-style-type: none"> <li>· fast, easy</li> <li>· unites</li> </ul>	<ul style="list-style-type: none"> <li>· too fast</li> <li>· lack of discussion</li> </ul>	<ul style="list-style-type: none"> <li>· when full discussion is not critical</li> <li>· trivial issues</li> </ul>
<b>One Person</b>	<ul style="list-style-type: none"> <li>· can be fast</li> <li>· clear accountability</li> </ul>	<ul style="list-style-type: none"> <li>· lack of input</li> <li>· low buy-in</li> <li>· no synergy</li> </ul>	<ul style="list-style-type: none"> <li>· when one person is the expert</li> <li>· individual willing to take sole responsibility</li> </ul>
<b>Compromise</b>	<ul style="list-style-type: none"> <li>· discussion</li> <li>· creates a solution</li> </ul>	<ul style="list-style-type: none"> <li>· adversarial</li> <li>· win/lose</li> <li>· divides the group</li> </ul>	<ul style="list-style-type: none"> <li>· when positions are polarized; consensus is improbable</li> </ul>
<b>Multi-Voting</b>	<ul style="list-style-type: none"> <li>· systematic</li> <li>· objective</li> <li>· participative</li> <li>· feels like a win</li> </ul>	<ul style="list-style-type: none"> <li>· limits dialogue</li> <li>· influenced choices</li> <li>· real priorities may not surface</li> </ul>	<ul style="list-style-type: none"> <li>· to sort or prioritize a long list of options</li> </ul>
<b>Voting</b>	<ul style="list-style-type: none"> <li>· fast</li> <li>· high quality with dialogue</li> <li>· clear outcome</li> </ul>	<ul style="list-style-type: none"> <li>· may be too fast</li> <li>· winners and losers</li> <li>· no dialogue</li> <li>· influenced choices</li> </ul>	<ul style="list-style-type: none"> <li>· trivial matter</li> <li>· when there are clear options</li> <li>· if division of group is OK</li> </ul>
<b>Consensus Building</b>	<ul style="list-style-type: none"> <li>· collaborative</li> <li>· systematic</li> <li>· participative</li> <li>· discussion-oriented</li> <li>· encourage commitment</li> </ul>	<ul style="list-style-type: none"> <li>· takes time</li> <li>· requires data and member skill</li> </ul>	<ul style="list-style-type: none"> <li>· important issues</li> <li>· when total buy-in matters</li> </ul>
<b>Modified Consensus</b> <i>The group members each agree upon a decision all can support or at least "live with"</i>	<ul style="list-style-type: none"> <li>· supports a more democratic, participative culture</li> <li>· forces dealing with all significant conflicting views and opinions in the group</li> <li>· people have belief that it fosters more commitment</li> </ul>	<ul style="list-style-type: none"> <li>· time-consuming to work through all concerns</li> <li>· compromises necessary; often does not improve quality</li> <li>· often tedious to work through the process</li> <li>· no hard data that modified consensus produces more intelligent results</li> </ul>	<ul style="list-style-type: none"> <li>· when group agreement is considered critical</li> <li>· when a participative ethic is highly valued</li> <li>· when all group members are willing to invest the time</li> <li>· on critical decisions that require high levels of agreement</li> <li>· when those who will implement are in the group</li> <li>· when neutral facilitator is available</li> </ul>
<b>Absolute Consensus</b> <i>All group members are in absolute agreement that the decision is superior to what exists in the status quo.</i>	<ul style="list-style-type: none"> <li>· produces more intelligent decisions of higher quality</li> <li>· support for decision is unequivocal</li> </ul>	<ul style="list-style-type: none"> <li>· groups fail to achieve decision two out of three times absolute consensus is attempted</li> <li>· may take a very long time; often emotionally difficult, stressful</li> </ul>	<ul style="list-style-type: none"> <li>· when the cost of making less than the most intelligent decision is exceptionally high</li> <li>· for strategic, safety or survival decisions</li> <li>· when the quality of the decision matters more than anything else</li> <li>· when enough time is available</li> </ul>

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Handout: *The Six Decision-making Options* (p. 6)

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