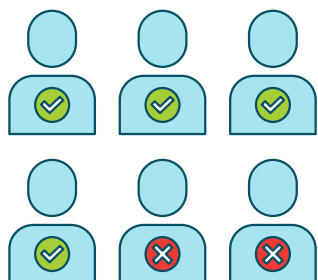# COMMON DECISION-MAKING APPROACHES

A team's productivity depends on the ability to make good, timely decisions.

Here are a few common decision-making approaches, each with its own pros and cons:

MAJORITY RULE

Members provide input, discuss the decision, then vote. They adopt the choice that receives more than 50 percent of the votes.

Pro: It is a quick way to make a decision.

Con: It may not lead to an optimal solution and can leave the minority dissatisfied.
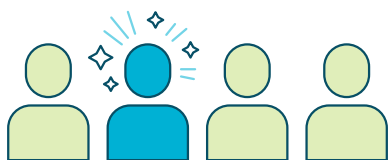
CONSENSUS

Every member must agree to adopt a decision. If consensus is impossible, new alternatives are developed and evaluated.

Pro: It can help everyone feel heard.

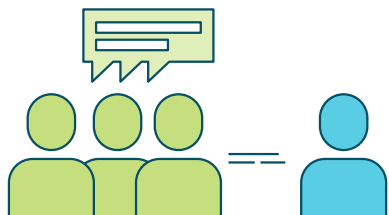**Con:** It can be time-consuming and even lead to stalemate.

EXPERT CHOICE

The individual or individuals with the most relevant experience and skills make the call for the group.

Pro: It allows for quality and precision.

Con: It may leave the rest of the group feeling less committed or that they haven't been heard.

LEADER WITH INPUT

The team leader gathers input from members and uses it to make a final decision.

Pro: It makes one person accountable for the choice.

Con: It may reflect that individual's blind spots and biases.