

Decision-Making Style Stretching Tool

Know Your Style so Decisions are Easier!



Decision-Making Style Stretching Tool

Use this tool to break out of your comfort zone.

Do you make decisions easily, well-thought out? Knowing your strengths can help you apply them most effectively. But often, when we're under stress, we retreat into our comfort zones, our personal style preferences. And that may bring out an unintended "hold everything" feeling. Stress can come from time or funding pressures, or just a heavy workload. Understanding your style comfort zones can free you from a standstill.

First, build on your strengths. Think of a time in which you made an important decision easily. What was going on? What contributed to that comfortable feeling? Note 3-4 positive factors that you believe played a role.

- 1.
- 2.
- 3.
- 4.

Then, think of a decision that's causing extra pressure right now. Briefly state the challenge:

Then consider your comfort zone and what you might do to address your preferences:

Decision Style Prompts	Yes	No	Not this time	Notes to help me move forward
Is meaningful change the thing that matters most? Who will benefit? What's my role?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Am I energized by people more than data and need to talk it out?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Am I a listener and need to bounce ideas and then reflect?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do I jump right in but find myself light on defining next steps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do I need more data in order to move forward?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Am I risk-shy and prefer to minimize risks before developing an idea?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Am I a big picture person and need other's views to sort out the details?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do I need a hands-on approach to ensure the idea will work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do I need time to break down the decisions into smaller parts and move strategically?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Is practical useful value my biggest interest? Will it work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do I relish change, like to dive in to develop the vision and make it happen?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do I enjoy the creative process and prefer more time to make the idea come alive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do I prefer to pilot or mock-up ideas first?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Which question(s) resonated with you most strongly? When you recognize your motivation or comfort zone, you can take control. But remember, everyone can stretch and be more flexible once they understand their personal preferences. We can all be people-people, data-people, a bit more courageous or creative, once we've addressed those internal nagging questions.

Challenge yourself to stretch and be more flexible. What comfort zone preference are you willing to give up or lighten up in order to reach the next step?

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Who else needs to be involved to break through a stuck point? (co-workers, bosses, program recipients or their families, board or other volunteer leadership, community leaders, funders, experts, listeners, risk-takers, or cautioners)

What else would help with the decision process? (data, creative time, courage, reflection, perspective)

What's the smallest step you can take to move forward?

What's the next biggest step important to move forward or stay on track?

There are probably about a thousand facts about an automobile, but you don't need them all to make a decision. About a half dozen will do." ~ Jim Rohn

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