Decision Making Methods

Student organizations make decisions all the time. It’s important to examine how you can improve in this area. The decision making process can be stressful because people view it differently. For example, some people see it as a form of power struggle, some don’t like to lose an argument, and others simply do not like to make decisions.

High performing groups use a variety of decision making methods. Understanding the advantages and disadvantages of each method will help an organization select the best method for them.

**Command**

*Advantages*
- Efficient when the leader has all the information
- A quick decision making method

*Disadvantages*
- Talents of group members aren’t utilized
- May not get “buy-in” from group members

**Leader Decides with Input from Some Individuals**

*Advantages*
- Leader doesn’t need to take the time to gather all team members

*Disadvantages*
- No opportunity for group to generate ideas
- May not have “buy-in” from other members
- Leader will have to take the time to explain the results of the decision multiple times to group members not involved in decision making

**Leader Decides with Input from Entire Team**

*Advantages*
- All individual’s talents/skills are utilized
- Members can build on one another idea’s

*Disadvantages*
- May create competition among members
- “Group think” could occur
- Members may tell leader what he/she wants to hear
- May take more time than available

**Majority Vote**

*Advantages*
- Helpful when group needs to make a fast decision

*Disadvantages*
- Lacks total commitment from group members
- May not utilize talents of group members
- Minority may feel dissatisfied

**Minority Vote**

*Advantages*
- Useful when all members can’t meet
- Efficient for simple or routine decisions

*Disadvantages*
- Don’t have commitment from all members

**Unanimous Agreement**

*Advantages*
- May be necessary for critical decisions

*Disadvantages*
- Difficult to achieve

**Consensus**

*Advantages*
- Produces high quality decisions.
- Uses the talents of all members
- Guarantees commitment from all members.

*Disadvantages*
- Takes a great deal of time
- Has the potential to produce a weak decision.

**MISSION STATEMENT**

To create a vibrant campus environment by educating and empowering student leaders through implementation of campus programs and the celebration of Ursuline Traditions.