

# Decision-Making Models

<b>DECISION MAKING PROCESS</b>	<b>STRENGTHS OF PROCESS</b>	<b>CHALLENGES OF PROCESS</b>	<b>RECOMMENDED USAGE</b>
<b>Consensus</b>	Most participatory process. Win/Win. Highest buy-in. Balances individual and group power. Encourages discussion, safety and exploration.	Potentially slower process leading to decision. Could frustrate outcome-oriented participants.	Use when decision is critical or impacts members of the community, particularly when perspectives could be polarized and/or hidden.
<b>Democratic</b>	Speedy, seemingly participatory process. Readily understood by most US audiences. Can promote healthy debate.	Often Win/Lose outcome. Favors majority and therefore limits potential for change or new results. Can silence minority voice. Can overlook critical considerations.	Use when scale of group is too large to manage consensus and when timing of decision is more critical than outcome.
<b>Delegated</b>	Speedy movement can be used to allow experts or most invested members to act on behalf of the group. Can allow for multiple decisions to be made at once by subsets of group.	Ownership of outcome can be limited to decision-makers. Might result in delay if process occurs outside the room. Non-participating members may not learn from the process.	Utilize when a subgroup has greater investment than the whole. Use when additional information or specialized knowledge is required.
<b>Autonomous</b>	Could speed decision-making process. Important if result could be overturned by authority.	Could result in lack of information necessary for good decision. Could generate lack of support, or lead to sabotage.	Use when no one will be adversely impacted by the decision.



