

The four types of decision-making

Style	Advantage	Disadvantage/risk
1. Authoritarian decision making	quick	low buy-in
2. Democratic	high engagement	risk for sub groups
3. Consensus	very high buy-in	very slow
4. Participative	high involvement	Risk if leader's competence is insufficient

Which style is most appropriate to use depends on the situation.

In some situations, such as crisis or the like, that require a quick decision, the authoritarian style is most appropriate.

Participative decision-making style is best for having a good and productive CSI. It encourages employees to participate and creates a dialogue (-the red arrow from the culture). However, it needs clarity of time- when the decision is made- and who the decision maker is.

Ask yourself: What is my preferred decision making style?