



## Decision Style Profile<sup>®</sup>

**D**ecision Style Profile<sup>®</sup> is an enlightening management assessment tool that leads to the development of improved decision-making skills. It evaluates the appropriateness with which respondents include others in the decision-making process and the extent to which respondents consider five critical Decision Factors in their decision processes.

### With Decision Style Profile<sup>®</sup> you will:

- **Improve** the capability of the organization to produce acceptable, quality decisions
- **Build** knowledge of a research based system for choosing the most appropriate decision style
- **Create** awareness of five critical decision factors
- **Improve** and refine the decision-making skills of managers
- **Build** awareness of how improved decision-making practices pay off on the bottom line
- **Establish** a uniform system for guiding managers in their decision-making process
- **Understand** the five decision styles and the conditions that make each appropriate and inappropriate
- **Learn** five decision factors critical to making effective decisions
- **Determine** a personal Decision Factor Index score
- **Discover** weaknesses in decision-making capabilities and learn how to strengthen them
- **Compare** decision skills to those of 41,000 managers

**Decision Style Profile<sup>®</sup>**  
Improve the quality and effectiveness of decisions

## The Assessment Tool

The *Decision Style Profile*<sup>®</sup> poses ten typical, real-world business situations that require decisions. Based on the cases as presented, the respondents choose among five decision-making styles in selecting the one they believe is most appropriate for each case. The five styles differ in the degree that the respondent may choose to involve others in the decision-making process. A personal report for each respondent compares individual choices to the "expert" style choices and to the style choices made by 41,000 executives and mid-level managers. The report includes Decision Inclusion Index scores and an explanation of Decision Style preferences.

## Materials

### Instrument

- 10 short, direct, real-world business cases requiring decisions
- Explanation of the five possible decision styles and
- On-line application

### Style Guide

- Reviews the key findings from decades of literature on decision-making research and provides references
- Presents the five critical Decision Factors
- Presents the Integrated Decision-Making Model and the five Decision Styles
- Includes a worksheet for comparing personal scores on the Decision Style Profile
- Presents two flow charts for determining how best to decide any business decision

### Report

- Includes individual's Decision Factor Index score
- Shows frequency distribution of styles selected
- Indicates accuracy of style selection in matching "expert" styles
- Notes frequency that each Decision Factor was inappropriately disregarded in selecting a Decision Style



*“This instrument provides our leaders with information about critical factors surrounding effective decision making and gives them an algorithm that helps them choose the most appropriate level of inclusion to make decisions in the most time-effective manner. We now have a common language and a common process to focus our decision making.”*

Joan H. Evans, Chief Learning Officer  
Director, Organizational Development,  
Moses Cone Health System

### Facilitator Guide provides:

- Extensive review of research findings regarding decision making
- Detailed instructions for administering, scoring and interpreting results.
- Access to Discovery Learning's Online Assessment Center for survey administration

***Decision Style Profile*<sup>®</sup> works well with:**  
*AWAKA*<sup>®</sup>  
*The Acquisition*<sup>®</sup>  
*Right Decisions Made Right*<sup>™</sup>  
*Edgework*<sup>®</sup>  
*Right Decisions in Action*<sup>™</sup>  
*PressTime*<sup>®</sup>