

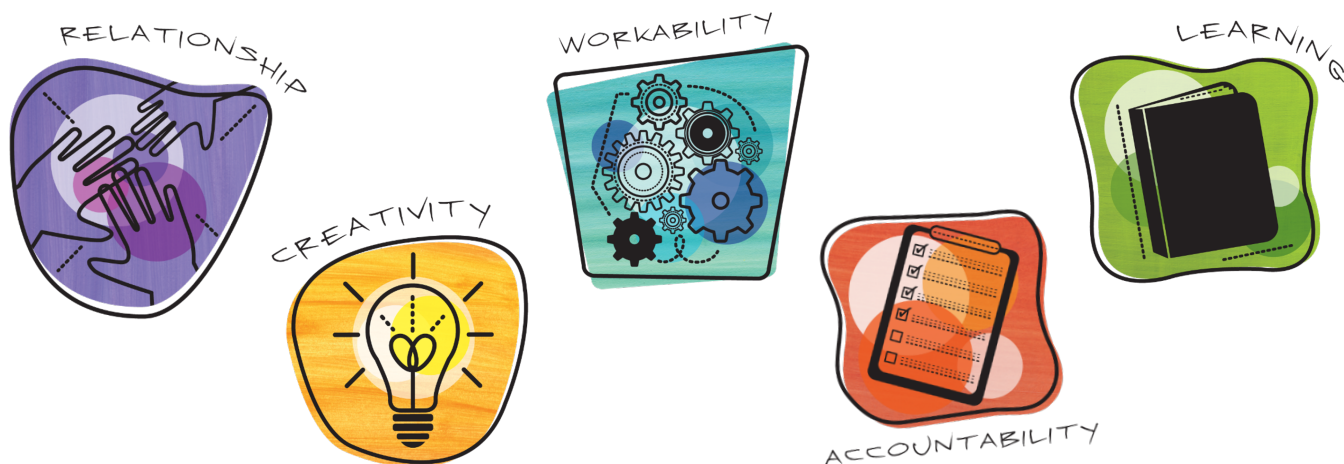
The DecisionStyles Assessment

All people have preferred and instinctive styles that shape and guide their decision-making

DecisionStyles is an online assessment that brings awareness to preferences in decision-making for both individuals and teams. We all have our preferred way of making decisions and guiding execution. This helps us bring great strengths and powerful natural instincts to decisions. It also causes us to have blind spots, unnoticed biases, and wasteful weaknesses that can damage smart, rapid decision-making and execution.

As our responsibility in decision-making increases, so do the potential negative consequences of our biases. By becoming aware of our instinctual decision-making preferences, we increase our ability to more carefully consider a diversity of views and perspectives.

There are five primary DecisionStyles, and leaders tend to be roughly divided across them. That means that 80% of leaders prefer a different style than you do!



Using DecisionStyles profiles for individual and team development

Great leaders learn to recognize the assets and liabilities associated with their unique styles and cultivate curiosity about the styles of their team members. By understanding the unique Decision Profile for your team or organization, you can help ensure that a broad range of views and perspectives is brought to bear on key decisions and cultivate appreciation for the unique contributions different team members make to your success.

DecisionStyles is designed to be quick and accessible: individuals take a 5-minute assessment and with their results learn about the ways in which they uniquely make decisions, including a deeper understanding of the strengths and biases.

When completed as a team, people can extend their understanding of the styles to their colleagues: Who can we count on for what unique strengths and perspectives? Where do our styles complement one another? Where can we include more diverse perspectives into our decision making? What biases might we need to watch out for as a team?

	Nick	Spencer	Erik	Scott
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Methods for using DecisionStyles with your team

- Online assessment and Individual Report
- Team Report
- Team Discussion: Workshop facilitated by a Conversant team member. This is a deep dive into the individual styles and an exploration into the Team Report. Guided conversations drive insight into how the team can work together for more valuable decision-making, increased collaboration, and higher-quality communication.
- Training to prepare someone internally to facilitate a team discussion*

* Specific details on number of coaching sessions and materials required for training to be discussed with your Conversant point of contact