




Decision Style Profile®

MAKE BETTER DECISIONS

Discovery Learning Intl. brings to you an enlightened 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 process.

“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 Systems



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The Assessment Tool

The Decision Style Profile® 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 made by 20,000 executives and mid-level managers. The report includes Decision Inclusion Index scores and an explanation of Decision Style preferences.

With Decision Style Profile® leaders will:

- ▶ Improve their capability 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 their decision-making skills
- ▶ Build awareness of how improved decision-making practices pay off on the bottom line
- ▶ Learn a uniform system to guide the 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 Inclusion score
- ▶ Discover weaknesses in decision-making capabilities and learn how to strengthen them
- ▶ Compare decision skills to those of 20,000 managers

Materials

- ▶ Assessment poses 10 short, real-world business cases requiring decisions
- ▶ Takes 30 minutes to complete
- ▶ Report includes Individual’s Decision Factor Index score
- ▶ Report shows frequency distribution of styles selected and indicates accuracy in matching “expert” styles

Certification Provides:

- ▶ Downloadable Facilitator Guide
- ▶ Downloadable PowerPoints
- ▶ eLearning module
- ▶ One hour coaching call with Master Trainer
- ▶ Access to the MHS Talent Assessment Portal

Decision Style Profile® works well with:

EdgeWork™
PressTime®