



What is Your Decision-Making Style?

Authors Dan Lovallo and Olivier Sibony studied decision-making styles as they reflected on business leadership, but their research on the criteria people use to make decisions can also be applied to us as individuals in a couple relationship. You can complete this worksheet alone and then compare it with your partner's. This can be a jumping-off point for discussing how you come to decisions together. The authors stress that there is no one decision-making style that is better than another, but that people need the viewpoints of others to make their best decisions.

This activity is intended as food for thought and for dialogue. Sometimes, differences in style cause conflict, but they may be complementary or provide checks and balances. You may not find yourself at one extreme or another, but in between. Also, depending on the situation, our modes of decision-making may be different. For instance, deciding where to go for a hike is not the same as deciding to move across the country! Some changes may seem exciting and others may seem frightening, or they may be both at the same time.

I tend to prefer decision-making . . .

(each partner circle one)

As needed	3 2 1 0 1 2 3	As part of long-range process
Action, making a decision quickly	3 2 1 0 1 2 3	Caution, reaching a decision slowly
Gathering information: narrowly	3 2 1 0 1 2 3	Widely
Emphasizing: corporate good (as a couple, family, community, world)	3 2 1 0 1 2 3	Personal interest: what is best for each
Continuity, status quo	3 2 1 0 1 2 3	Change
Using story-telling: personal experience	3 2 1 0 1 2 3	Fact-based reasoning