

Mini Questionnaire Output report  
**Decision-making Style Profile**



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Saturday, January 26, 2002

# Decision-making Style Profile

## Introduction

According to the dictionary, the verb "decide" has the following meaning:

**"To determine, to end, to resolve, to settle and to make up one's mind"**

The Latin root of the word "decisive" means to "cut away". This gives perhaps the best indication as to what is really meant by the term. It is fundamentally to cut away the surrounding clutter and reveal the best possible option-A little like Michael Angelo who suggested that his job was to chip away the surplus stone to reveal that the Statue of David that was always contained within.

The ability to 'cut away' the clutter, or to make decisions effectively, involves a range of common skills. These include data gathering, putting issues things context, focussing on major facts and issues, hypothesis forming, logical processing, weighing alternatives and ultimately, appropriate perception and judgment.

If decisions are basically about revealing the one best possible choice or option, through the use of the common skills mentioned above, the decision-making styles that we can adopt to get there can be very different. Although this will partly depend upon the time that we may have available and the complexity of the situation that we face, there are four general styles that we can use. These are Hesitant, Reflective, focused and Fast.

This mini profile briefly explains each of these styles and reveals which one you tend to utilize the most.

## Decision-making Style Answers for: Mark Thomas

(Sorted in descending order of priority)

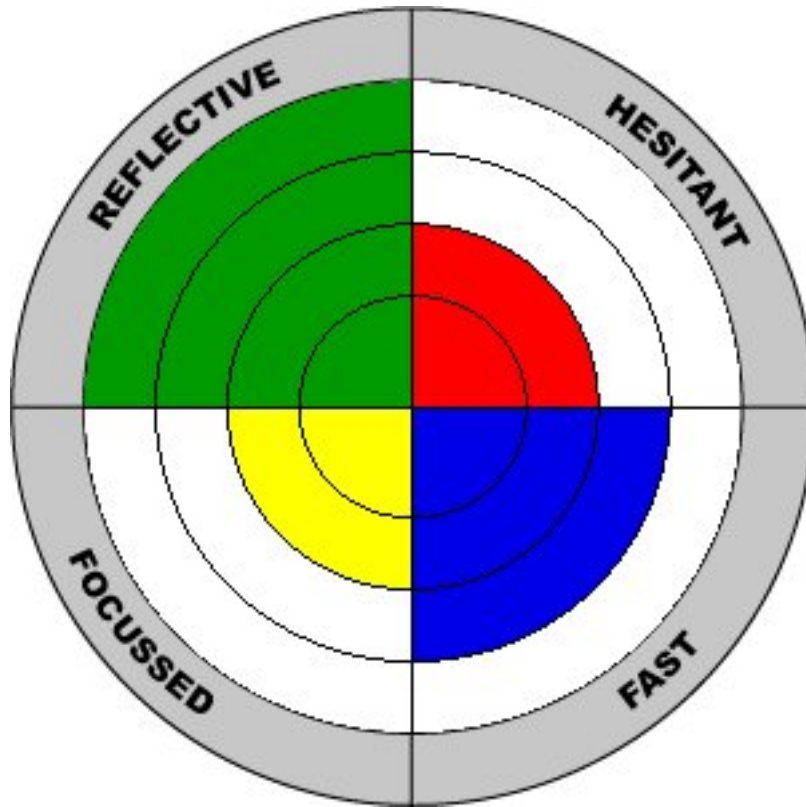
The following chart shows the choices you made in completing the Decision-making Style questionnaire, in descending priority order, as well as the score that has been subsequently assigned by the system.

The color of the text indicates the category each question belongs to (the colors correspond to the four style types indicated in the key below).

1. I make my decisions based on careful perception and insight
2. I judge issues largely by instinct and 'gut feel'
3. I look for the pros and cons of the evidence or information
4. I analyze all the knock on effects and implications of possible decisions
5. I assess the right criteria by which to make a judgment
6. I am typically eager to take action and move on
7. I like to utilise my experience in drawing up a frame of reference by which to decide
8. I suspend any judgment until my thoughts have been fully marshaled and organized
9. I ask for more time and/or information to increase decision quality
10. I avoid procrastination
11. I quickly evaluate the consistency and logic of the situation or circumstances
12. I trust my own personal reasoning ability

-  Hesitant Style
-  Reflective Style
-  focused Style
-  Fast Style

## Decision-making Style Grid for: Mark Thomas



### **Dominant Style: Reflective Style**

Individuals with a 'Reflective' personal decision-making style will be likely to want to establish an external criteria by which to make a judgment or to understand the basis upon which a reasonable and appropriate decision can be made. Armed with as much data as they can gather, reflective styles types then like to take their time to think about the options and to use their reasoning ability to arrive at a decision that has been fully considered.

## Different Decision-making Styles

People may utilize several Decision-making Styles in different situations and to achieve a variety of different goals. The following descriptions therefore briefly explain the basic characteristics of each of the four Decision-making Styles:

### Hesitant Style

Individuals with a 'Hesitant' personal decision-making style are likely to make decisions (particularly complex ones) only when they have all the facts or information that they need to hand. As a result, hesitant decision-makers like to consider issues at their own pace and to consider all the possible implications of one choice over another. Where this brings uncertainty, the preference would be not to make a decision at all.

### Reflective Style

Individuals with a 'Reflective' personal decision-making style will be likely to want to establish an external criteria by which to make a judgment or to understand the basis upon which a reasonable and appropriate decision can be made. Armed with as much data as they can gather, reflective styles types then like to take their time to think about the options and to use their reasoning ability to arrive at a decision that has been fully considered.

### focused Style

Individuals with a 'focused' personal decision-making style are likely to look for the core facts or the key information in a situation so as to be able to make a provisional decision relatively quickly in their mind. They will then look to confirm their provisional view by focussing on as much further confirmatory evidence as they can collect, and then select the option with the most advantages (or the least problems).

### Fast Style

Individuals with an 'Fast' personal decision-making style will be likely to be instinctive decision-makers, who like to think that they can quickly assimilate the available information and move immediately into action. Fast decision making style people typically dislike any kind of procrastination and can therefore often make creative decisions or even daring ones in order to reach a conclusion and move on.

*This mini questionnaire or profile is a simple version of the diagnostic survey and measurement tools that are available on the [www.profiles-r-us.com](http://www.profiles-r-us.com) web site. Full profiles have considerably greater depth and detailed information and an extensive output report, often running to more than 30 pages.*