

File Created by [Blogging Rebirth](#) WP Plugin

# Deciding for Results

Be a **workplace hero** ...  
ReTweet this post on **twitter**



The goal of this [Order Generic Cialis Online without Prescription](#) week's blog is to get you thinking about your decision-making style and, more importantly, what that style means to your workplace culture and workforce effectiveness. **Said another way, how is your decision making style impacting your organization's results?**

As a leader, have you ever thought about the number and types of decisions you make every day? Have you considered *how* you make those decisions? What about the implications of your decision-making style on employee engagement, team building, and open communication in the workplace?

Most of us probably remember this from Management 101: The most commonly used styles are Autocratic, Democratic, Participative, and Consensus.

"I'll make the decision and you go get it done." "No, I don't need any input; I know everything I need to know to make the right decision." "I'll handle it; I always do and it turns out fine." To be fair, the autocratic style is appropriate when a fast decision is required. Otherwise, this approach ignores the importance of engaging employees and the possibility that "two heads are better than one." It also has a dampening effect on building trust. ***Do you think overusing this style might affect your business results?***

"Let's vote on it; the majority rules." "I know we are doing it, but I didn't vote for it." This democratic style has some advantages including building trust in the workplace and supporting open communication. But who really "owns" the outcome? It is easy for employees to claim, "I didn't support that" or "I thought he was doing it because he voted for it." That reaction to the democratic style eats away at a culture of ownership and hinders your effectiveness. ***Do you think overusing this style might affect your business results?***

**What decision-making style do you use and how is it affecting your bottom line?**

View full post on [Winning Workplaces](#)

You can also find this article published on [Deciding for Results](#), and on the tag pages [Deciding](#), [Results](#).