Decision-Making Style Matrix

More Ambiguity More Structure

ANALYTICAL

- · Committed to finding the best answer
- · Enjoys problem solving
- Comfortable with large amounts of information and data
- Innovative
- Thrives on control
- Will take as long as needed to find the best option
- Enjoys variety and new challenges

CONCEPTUAL

- · Achievement oriented
- Creative
- · Comfortable with "What ifs"
- Generally openminded with a broad outlook
- Humanitarian/conscious of how decision will affect others
- · Thinks in the future
- Enjoys coming up with new ideas

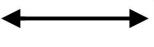
DIRECTIVE

- Driven by results
- · Relies primarily on rules and processes
- Aggressive nature
- · Prefers to make decisions alone
- Intuitive nature
- Typically reacts quickly and doesn't like to dwell on decisions
- Strong verbal communicator
- Informs people once a decision is made

BEHAVIORAL

- Generally supportive; a team player
- · Empathetic nature
- · Looks to others for advice
- Gets buy in from stakeholders before making a decision
- Persuasive nature
- · Good communicator
- Relies on implied data (e.g. "reading" people)

Task oriented More technical



People oriented More social

Motivation:

A desire to be right A desire to get results

Motivation: To create harmony Social impact

Analytical: Motivated to find the best

or most comprehensive solution.

Directive: Motivated by results.

Conceptual: Holistic solutions. Think bigger. Creative.

Connections. How the decisions affect everyone.

Behavioral: Create harmony, structure, stability. Relationships.