DECISION-MAKING PROFILE SCRIPT

Your Team 15 activity for today is the decision-making profile. That's one of the two decision-making tools that can help us to understand how much power, choice and control somebody has over the decisions in their life. The decision-making profile creates a very clear picture about how a person makes a decision, and how they want to be supported in their decision-making. It describes how you might provide information in a way that makes sense to that person — whether they need something in writing, whether they need pictures, symbols, perhaps even an audio recording.

When you're completing a decision-making profile with somebody, look at their one-page profile and their communication chart, and see what they tell you about best times and ways to support that person to make a decision. Talk to them, and talk to the people that they know well, to check out the information that you've gained and to think about what new information you want to add to the profile. Sometimes, it can help to think about a decision that that person's had to make in the past, and about what worked and what didn't work about the way that they were supported to make that decision. So, remember also when you're doing this — if it's an important decision — you need to be thinking about how a person makes decisions when they are stressed or unwell; it's better to have thought of that ahead of time than actually in the moment.

The activity that I want you to do today is to think about applying a decision-making profile to you, to a decision you've made in your own life. Think about a decision that you've made recently — quite a big decision, so something like maybe signing a tenancy agreement, buying a house, a major purchase like a car, or a decision about changing career; something like that. And then I want you to think about the ways that you liked to get the information first of all; how that went best for you — Did you need to talk to somebody and ask questions? Did you research on the Internet? Did you make lists of pros and cons? There are many ways that we like to get information. Then think about the best times for you to make a decision — so not just the actual time of day, but thinking about your own state of mind, what works best for you?

And the 'choices' is an interesting column, as well, to think about; each of us may have a default position — so if we're asked to choose something, particularly if it's a 'Yes or No', we might always say 'No' first, and then think about it later. So, be thinking about that, and fill in your chart. Then I want you to share your chart with the person sitting next to you, have a look at each other's and think about what that might tell you about ways to support each other in making decisions in the workplace.