



GROUP DECISION MAKING

VOTING

Sides or positions are discussed and groups vote up and down. One side wins and one side loses. Majority rules.

Pluses: quick and efficient for everyday decision making when its not a major decision and there is not significant conflict.

Minuses: one side wins and one side loses. Majority rules.

CONSENSUS

Sides or positions are discussed and group gathers more information, brainstorms, splits the conflict into manageable parts, until the whole group agrees on the solution. Exception is any individual or group can “stand aside” if the issue or position is not significant to them, or the group’s decision is a higher value. Needs individuals willing to honor different truths and create genuine compromises.

Pluses: all participants’ needs are valued, can build more cooperative environment.

Minuses: takes time and skill.

MODIFIED CONSENSUS

Same as consensus but when group is “stuck”, after following options allowed in consensus, the group can decide to vote with attention given to losing individual’s wants or needs.

BLOCKS TO EFFECTIVE DECISION MAKING

- Lack of information
- Lack of clarity about decision to be made.
- Lack of willingness to problem-solve.
- Avoidance, gossip, talking about instead of talking with.
- Lack of listening.
- Lack of creativity.

Georgia Conflict Center 1344 S Lumpkin St. Athens Georgia