

Participation: A correlation also exists between decision making rule and level of participation in decision making. At opposite ends of the continuum of participation are autocratic decisions (one person makes the decision) and consensus decisions (everyone agrees to the decision).

Decision Making Rule	Description	Primary Benefit	Primary Challenge
Autocratic Edict	One person makes decisions for the entire group.	Speed and simplicity.	Lack of participation and inclusion; lowest level of commitment to decision by other group members.
Tradition (Faith)	"We've always done it this way."	Provides continuity and predictability.	May not result in a high quality decision.
Chaos	No set process – decision emerges from open discussion.	Lack of structure can stimulate creativity and synergistic participation.	Lack of structure can lead to frustration and disengagement.
Chance (Random)	Random process such as coin flip or drawing straws	Impartiality and ease	Quality of decision is unpredictable and inconsistent
Majority Vote	Majority gets its way.	Balance between speed and participation.	Needs of minority are ignored.
Consent	Nobody objects to the proposal.	Everyone can live with the solution – all needs are considered.	High quality decisions take time, skill, and practice.
Unanimity/Consensus	Everyone agrees to the proposal.	Generates highest possible level of commitment to decision.	Can be time-consuming and frustrating.

From: Storm Integrated Solutions