

# Decision Making and Commitment

**What steps do you go through when making a decision?**

Decision-making is usually a combination of logic and intuition.

**Please rank the following with respect to the importance you attribute to each statement in terms of your decision making process.**

Where 1 is not important and 5 is very important

	1	2	3	4	5
Research relevant information/data					
Intuitive hunches					
Feelings and emotions					
Advice from others					
Snap or spur of the moment decisions					
Postponement of decisions where possible.					
Other (please specify) High risk give more time and concentration.					

**Which of the above, if any, is the most important to you in making an actual decision?**

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**What question(s) would you want someone to ask you in order to help you explore a decision to be made?**

Examples:

What do you want to achieve?

What are your criteria for success?

What similar decisions have you made in the past that worked?

What types of questions did you ask yourself previously?

What are the key factors that would influence any decisions?

If you were to ask a trusted friend what advice would they offer?

What are your options?

What are the positives and negatives of each option?

From the options discussed, which would you chose?

What are your next steps?

How will your decision help you achieve your goal?

**What, if anything, stops you acting on a decision you have made?**

In coaching we talk of lack of clarity (Head), lack of enthusiasm (heart) or lack of will (gut).

**Do you think that you can make a decision without being committed to it?**

Yes – It would depend on the level of ownership or responsibility you had for the outcome of that decision. The greater the responsibility the more committed you would be.



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## How do you know if you are committed to a decision?

You would feel a responsibility for it, which would be underpinned by your own ethical values.

## What factors affect your commitment positively or negatively?

Positive: If you have made a decision through choice and not through imposition, if you felt a responsibility for achieving a particular outcome and/or if you had given your word to make a commitment to achieve an agreed goal.

Negative: If you had made a decision through imposition and not choice and/or if you had made a decision but had been unaware of some of the circumstances you would reserve the right to change my mind?

## What question(s) would you want someone to ask you to test your commitment to a decision you have made?

How committed are you to that decision?

On a scale of 1-10 how committed are you to that decision?

How clear are you about what you have decided?

How much enthusiasm do you have for carrying out that option?

What if that proves to be the wrong decision what are the ramifications?

What alternative choices do you have?

What could prevent you carrying out that decision?

What support do you need to help you carry out that decision?

What are the next steps?



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**What questions or techniques do you or would you use to help someone explore a decision they need to make?**

In addition to some of the questions already proposed above I would suggest:

Ask the client to look into the future and see the unfolding of their decision, what are the results and consequences of the decision?

How aligned is their decision to achieving their overall vision, goals and values?

How important is this decision?

How might this decision affect other people and who should be consulted or involved?

How much of a risk is the decision and what are the contingencies, if any, of the decision?

In making this decision what criteria have you used?

What else should you consider?

What other options may there be?

**If someone has expressed commitment to a course of action and does not act on it, what areas would you explore with them?**

What has prevented you from acting on that decision?

Was it clarity, enthusiasm or will?

What would have enabled you to take action to carry out that decision?

Whose responsibility was it to carry out the decision?

What were the consequences of you not acting on that decision?

If you had carried out the decision what would have been the benefits?

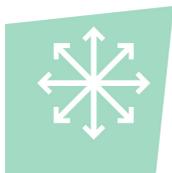
What support do you need to help you act on that decision?

What are your options and next steps now?





## Leadership Development <sup>dp</sup>



## Cultural Development <sup>dp</sup>



## Personal Development <sup>dp</sup>

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