

## Decision-Making Continuum

This tool is designed to support team decision making. Not all decisions belong to the team, and knowing the difference can save time and effort and prevent trips down a rabbit hole. Asking “What kind of decision is this?” can increase productivity and a focus on the most important decisions.

There are three types of decisions that exist along the following continuum.



**1. Command decisions:**

- Decisions when a single individual or authority is responsible or accountable
- Decisions with a sense of urgency or emergency, such as a child in the street
- Decisions that can only be made from a unique perspective, such as the principal of a school

**2. Consultative decisions:**

- Decisions for which responsibility or accountability is partially shared with someone in a leadership position
- Decisions for which there is adequate time for consultation, deliberation, or recommendations from outside agents, experts, or resources
- Decisions that can only be made with information not from a single perspective, such as a grade-level or departmental process or procedure or a content expert with knowledge others may not have

**3. Collaborative (consensus) decisions:**

- Decisions for which all participants share responsibility or accountability equally
- Decisions for which there is adequate time for collaboration, cooperation, or consensus building within and among the stakeholders (participants)
- Decisions that presume that all participants' viewpoints, perspectives, and ideas are of equal value in producing the joint conclusions, outcomes, or products