Team Decision Making

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Teamwork Skills

• Communication
  • Listening and Persuading
• Decision Making
• Conflict Management
• Leadership
• Trust and Loyalty
**Objective**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Deterministic</th>
<th>Stochastic</th>
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<tbody>
<tr>
<td>Multiple</td>
<td>Ranking</td>
<td>MAUT</td>
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<tr>
<td></td>
<td>AHP</td>
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<td></td>
<td>SMART</td>
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<tr>
<td>Single</td>
<td>B/C Optimization</td>
<td>Decision Tree (EV) Simulation</td>
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<td>LP Optimization</td>
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**Team Decision Making – Ranking Tasks**

- Typically “survival” tasks
  - First was Moon Survival, “Lost on the moon” developed by Jay Hall for NASA in 1967
  - Many survival tasks available – desert survival, lost at sea, winter survival, …
- Individual followed by team ranking
- Different decision-making conditions in each team
Team Member Roles

- Observer/ Process Recorder (non participant role)
- Facilitator/Time Keeper
- Task Recorder
- Skeptic/Prober

<table>
<thead>
<tr>
<th>Action</th>
<th>Name 1</th>
<th>Name 2</th>
<th>Name 3</th>
<th>Name 4</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Contributes Ideas</td>
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<tr>
<td>Describes Feelings</td>
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<td>Encourages Participation</td>
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<td>Summarizes, Integrates</td>
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<td>Checks for Understanding</td>
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<td>Relates New To Old Learning</td>
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<td>Gives Direction To Work</td>
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<tr>
<td>Total</td>
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<td>6</td>
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</tbody>
</table>
Postdecision Questionnaire

1. How understood and listened to did you feel in your group?
   Not at all  1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9  Completely
2. How much influence do you feel you had in your group’s decision making?
   None 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9  A great deal
3. How committed do you feel to the decision your group made?
   None 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9  A great deal
4. How much responsibility do you feel for making the decision work?
   None 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9  A great deal
5. How satisfied do you feel with the amount and quality of your participation in your group’s decision making
   Dissatisfied 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9  Satisfied
6. Write one adjective that describes the atmosphere in your group during the decision making

Team Decision-Making Process

• How
  – Individual
  – Mathematical
  – Consensus
  – Iterative – H, M, L
  – Both ends toward the middle
• Assumptions/Biases
  – Family/Friends
  – News
  – Youth
  – Geographic location
Methods of Decision Making
(Johnson & Johnson, 1991)

1. Decision by authority without discussion
2. Expert member
3. Average of member’s opinions
4. Decision by authority after discussion
5. Majority control
6. Minority control
7. Consensus

See Table Summarizing Characteristics – Smith (2007), p. 46

Choice of Decision-Making Method Depends On:

1. The type of decision to be made.
2. The amount of time and resources available.
3. The history of the group.
4. The nature of the task being worked on
5. The kind of climate the groups wishes to establish
6. The type of setting in which the group is working

Johnson & Johnson, 1991

Characteristics of Effective Decisions:

1. The resources of the group members are well used.
2. Time is well used.
3. The decision is correct, or of high quality.
4. The decision is put into effect fully by all the necessary members' commitment.
5. The problem-solving ability of the group is enhanced.

Johnson & Johnson, 1991