

The Vroom Yetton Model

1. Is the quality of the decision important?

2. Is the team commitment to the decision important?

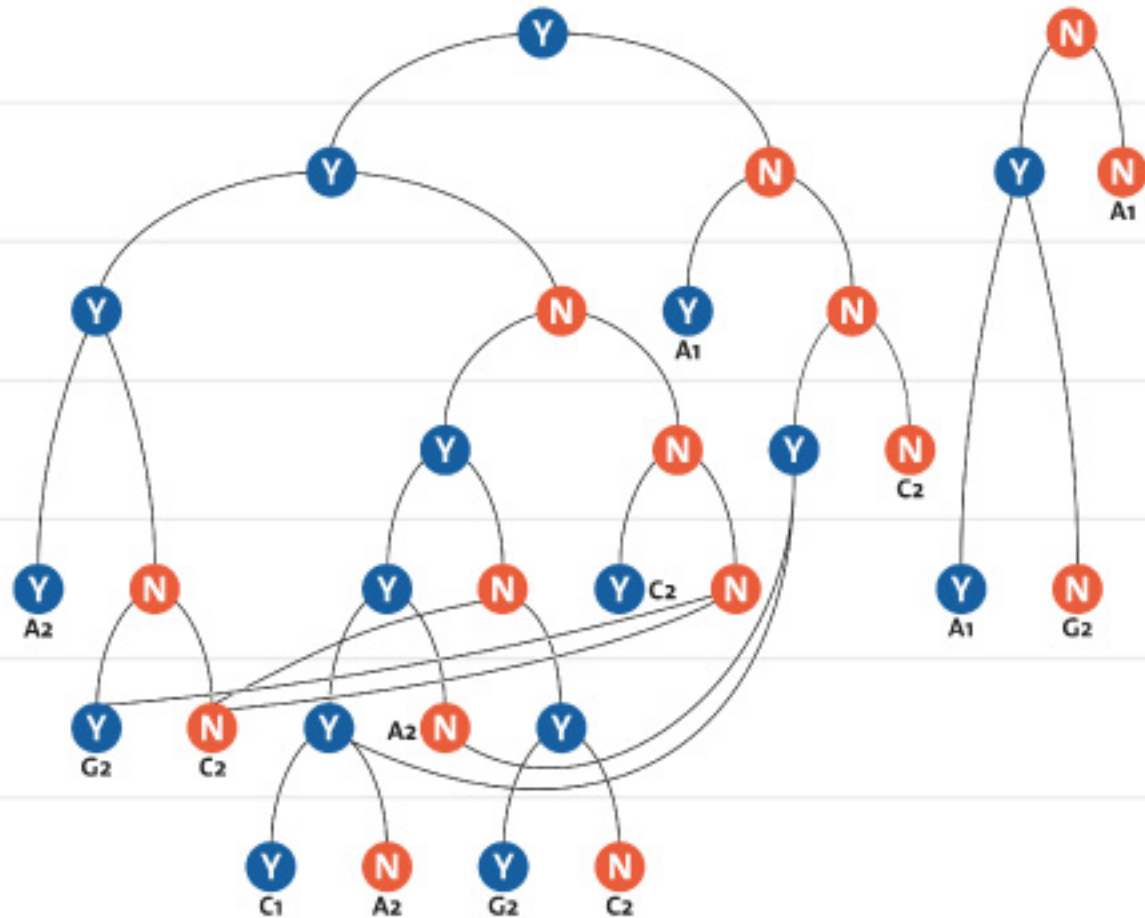
3. Do you have enough information to make the decision on your own?

4. Is the problem well structured?

5. If you made the decision yourself, would the team support it?

6. Does the team share organizational goals?

7. Is conflict amongst the team over the decision likely?



KEY:

Autocratic (A1): You use the information that you already have to make the decision, without requiring any further input from your team.

Autocratic (A2): You consult your team to obtain specific information that you need, and then you make the final decision.

Consultative (C1): You inform your team of the situation and ask for members' opinions individually, but you don't bring the group together for a discussion. You make the final decision.

Consultative (C2): You get your team together for a group discussion about the issue and to seek their suggestions, but you still make the final decision by yourself.

Collaborative (G2): You work with your team to reach a group consensus. Your role is mostly facilitative, and you help team members to reach a decision that they all agree on.