

# Deciding

Negative Indicators	1	2	3	4	5	Positive Indicators
Tends to take a narrower view of business problems. Willing to implement plans and projects without aligning them with wider organisational objectives and goals						Considers broader strategic factors and the consequences of actions. Ensures all decisions and plans are aligned with, and work towards, broader organisational goals
Internally focused - lacks the willingness or ability to consider external factors such as the market, economic factors and competitor activity						Considers potential external threats (such as competitor activity) when making decisions and building plans
Tends to take a risk-averse approach - takes the safe option. Or does not take the time to consider business risks						Willing to take calculated risks if the benefits and returns on investment are clear and justified
Avoids decisions and/or procrastinates rather than acting incisively. May miss out on opportunities as result						Willing to make and take ownership for tough decisions. Acts quickly - seizes the moment
May hesitate in the 'big moments'						Bold and assertive in making the crucial business decisions
Makes decisions without communicating the 'why' or the 'how'						Provides rationale so that the reasoning behind decisions are clear to all
Prefers making decisions alone - may perceive consultation with others as a sign of weakness						Involves the right people at the right time in the decision-making process - uses SME's so that all available advice is used