

Decision-making and Choice-creating



	Decision-making	Choice-creating
What is it?	To select the best option.	To explore the situation, feelings, and ideas until clarity arises.
Thinking used	It's a judgment, separating out good from bad	It's a creative process which creatively engages all aspects.
Best use	When the issue is well-defined with clear options	When the group cares deeply about it, even though it might seem impossible to solve
Use in groups	Seeks an outcome that a majority, or everyone, can agree on. In small groups a consensus may be sought. In large groups voting may be used.	Seeks the outcome that is truly best for the group or situation. People face the problem, listen to one another, and co-create what's best for all
The facilitator	A traditional facilitator helps the group create guidelines of behavior and adhere to them, and to follow steps to a decision	Dynamic Facilitation reliably evokes choice-creating. The DF'er uses four charts to hold space for all comments and to spark shifts & breakthroughs
Participants	May stay in their roles as experts, leaders, or members and try to be dispassionate or detached	Must be authentic. They drop their roles, care about the issue, and express themselves fully
How progress happens	Progress happens according to a plan, like ... building trust, analyzing the data, defining the problem, generating options, weighing options, etc. Progress can be tracked	People express their minds and hearts, reflecting on progress and evolving new ways to frame the issue. The process can be and feel chaotic until clarity arises
Example	In a building project many decision points are addressed	In a crisis people often rise to the occasion and accomplish miracles
Complementary modes of thinking	Dialogue and deliberation may be used before decision-making. Also choice-creating may be used first, until time runs out	Dialogue, deliberation, negotiation, problem-solving and even decision-making sometimes spark choice-creating
Model of change	Seeking to manage change to achieve a goal	Trusting ideas feelings and impulses to self-organize in an unforeseen way
Impact on people	Transactional. From decision-making people gain knowledge and experience.	Transformational. From choice-creating people are changed, often feeling empowered and connected in the spirit of "We."

(*See www.DynamicFacilitation.com for more information.)