

What is Choice-creating vs. Decision-making?

	Decision-making	Choice-creating
What is it?	It's where we select the best & discard the rest	We explore the issue fully & creatively until new clarity arises
What's the issue?	It's an issue that's possible to solve, well-defined with clear options	It's some ill-defined issue that we care about deeply, impossible is OK
Thinking used?	Judgment ... plus rational analysis, discussion, deliberation, critical thinking ... mute emotions	Holistic, creative thinking ... includes feelings, listening, reflecting, etc.
Use in groups?	Voting can be used as a quick way to make a decision in any size group. Small groups can seek consensus on a decision	Dynamic Facilitation is a reliable way to evoke choice-creating in small groups. The Wisdom Council Process is for large systems
The facilitator?	A neutral facilitator helps the group create guidelines of behavior and adhere to them, and to follow logical steps to a decision	The dynamic facilitator brings forth all perspectives and feelings. Different charts hold all comments to spark shifts & breakthroughs
Aim of the participants?	Try to be dispassionate, listening and rational. It's OK to stay in a role	Must care about the issue & be authentic, not in a role
How progress happens?	Step-by-step toward a goal—build trust, analyze data, define the problem, generate options, weigh options, etc. Progress can be tracked	Holistically—Reflecting on the whole situation breakthroughs & shifts are normal, often reframing the issue.
Example?	Decision point in a large building project	Rising to the occasion in a crisis
Model of change	Manage the change	Facilitate the system to self-organize
Impact on participants?	Transactional—people grow in knowledge, skills and experience but may need to commit to the result rather than support it naturally	Transformational—people reach unity, solve impossible issues, become different and inter-connect with others as “We.”
Impact beyond participants?	Each decision can have a powerful impact, but the judgmental process may be divisive—e.g. generating prejudice or a power struggle	Choice-creating affects people & the situation beyond the conclusion that's reached, e.g. Resonance and vicarious involvement are natural
Relationship of these two thinking styles?	Most people imagine no difference between a decision and a choice. So they don't realize the immense potential for change to be gained from periodic moments of choice-creating.	

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