

Decision Styles and Career View

Decision Styles and Career View will benefit almost any person or team – whether you work alone or in a team, whether the team is in the forming process, or where the team has been working together over a long period.

How will an individual benefit?

Decision Styles and Career View tools are focussed on individual growth and development and interaction with members of the team. Individuals gain an insight into what motivates them, how they make decisions and how this influences their working relationship with others. Interpersonal communication skills are improved and individuals learn how to maximise their efficiency, both when operating alone and within a team.

Overall, the use of these tools delivers long term, transferrable benefits for the individual and the team and improves the organisation's dynamic.

How can a team or organisation benefit?

Forming and sustaining a team can be a challenging process. Team formation usually relies on the principle of everyone working towards a common goal, however clashes between individuals can and do occur. Usually the clashes are due to people having different ways of approaching tasks, and not communicating properly with each other. The benefit that Decision Styles and Career View deliver is that they facilitate understanding of each person's approach and what can be done to enhance collaboration and cooperation within the team, and improved output.

In developing and delivering projects, team formation often comes a distant second to the immediately perceived need around project initiation and start up. While it is acknowledged that time, cost and quality are the critical measures of project success; team effectiveness is equally important to project success. In this context, project management training tends to focus on project planning and performance management and often neglects the humanistic aspects of team dynamics, individual expectations, preferences and motivation.

What are Decision Styles and Career View?

The *Decision Styles* and *Career View* tools were developed by Harvard University to assist individuals to work in a team and to develop insight on their teamworking preferences and a perspective on their career.

The tools are used worldwide to help organisations make 'better decisions' because they improve team effectiveness by highlighting the differences between individuals and providing a framework for understanding how to make those differences work for the team.

The tools can be customised to deliver the following assessments:

❖ Decision Styles Assessment

The prime assessment outcome is provided in the StyleView Report for individuals. The assessment helps the individual understand the how and what they require to make decisions. It includes understanding how other people see them and the impact of their decision-making on others.

In addition to the StyleView Report, the Decisions Styles Assessment can also provide:

✓ **Complexity Motivation**

The Complexity Motivation Report identifies the differences between how much the individual is willing to invest into a particular concept (such as data analysis) against how much energy they are investing – put simply *what you enjoy doing and what you dislike doing*. Differences between how much effort someone is willing to invest versus how much they actually are investing help identify non-productive workplace frustration.

✓ **Emotional Competencies**

Emotional Competencies are personal characteristics that influence how comfortable and motivated people feel in dealing with the complexities of dealing with other people. Better understanding your own emotional competence profile may help you in understanding how others perceive you.

✓ **Team Profile Analysis**

The Team Profile Analysis is a matrix of the team members preferred decision styles. The benefit of this Report is that it allows everyone to see each other's profiles – meaning that when certain situations arise, the team knows who to ask to take the lead in terms of picking the best decision style for the situation at hand.

❖ **Career View**

Career View identifies what a person will consider a 'fulfilling career'. By understanding what will make a 'fulfilling career' to an individual, leaders can gain insight as to how to best motivate their people. Career View is a useful tool, especially when used in conjunction with Decision Styles.

What can Value Network do for you?

Value Network has been accredited by *Decision Dynamics Behavioural Assessment and Development Systems* as a Decision Styles and Career View provider.

Value Network can coach you through the Assessments and provide a debrief to ensure everyone is on the same page.

We can also work collaboratively with you and your team to:

- ❖ Facilitate team formation and development of a high performing team
- ❖ Assist in the adoption of high performance skills and the tools outlined above
- ❖ Integrate Team Formation with Project Planning and Management, Innovation and Learning and Performance Measurement.