



# MAKE BETTER DECISIONS

**Discovery Learning** brings to you an enlightened management assessment tool that leads to the development of improved decision-making skills. It evaluates the appropriateness with which respondents include others in the decision-making process and the extent to which respondents consider five critical Decision Factors in their decision process.

*“This instrument provides our leaders with information about critical factors surrounding effective decision making and gives them an algorithm that helps them choose the most appropriate level of inclusion to make decisions in the most time-effective manner. We now have a common language and a common process to focus our decision making.”*

Joan H. Evans

Chief Learning Officer  
Director, Organizational Development  
Moses Cone Health Systems

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## The Assessment Tool

The Decision Style Profile® poses ten typical, real-world business situations that require decisions. Based on the cases as presented, the respondents choose among five decision-making styles in selecting the one they believe is most appropriate for each case. The five styles differ in the degree that the respondent may choose to involve others in the decision-making process. A personal report for each respondent compares individual choices to the “expert” style choices made by 20,000 executives and mid-level managers. The report includes Decision Inclusion Index scores and an explanation of Decision Style preferences.

### With Decision Style Profile® leaders will:

- ▶ Improve their capability to produce acceptable, quality decisions
- ▶ Build knowledge of a research based system for choosing the most appropriate decision style
- ▶ Create awareness of five critical decision factors
- ▶ Improve and refine their decision-making skills
- ▶ Build awareness of how improved decision-making practices pay off on the bottom line
- ▶ Learn a uniform system to guide the decision-making process
- ▶ Understand the five decision styles and the conditions that make each appropriate and inappropriate
- ▶ Learn five decision factors critical to making effective decisions
- ▶ Determine a personal Decision Factor Index score
- ▶ Discover weaknesses in decision-making capabilities and learn how to strengthen them
- ▶ Compare decision skills to those of 20,000 managers

DECISION STYLE PROFILE PRICING		TOKEN=\$1.00
ONLINE		
DSP001	Decision Style Profile Individual Report	22 Tokens
DSP002	Decision Style Profile Group Report	125 Tokens

B-level

## Materials

### Online Version

- ▶ Assessment poses 10 short, real-world business cases requiring decisions
- ▶ Can be administered prior to classroom setting
- ▶ Takes 10 to 15 minutes to complete
- ▶ Report includes Individual's Decision Factor Index score
- ▶ Report shows frequency distribution of styles selected and indicates accuracy in matching “expert” styles
- ▶ Style Guide booklet with explanatory details is shipped for each online assessment purchased

### Hard Copy Version

- ▶ Can be administered and self-scored in the classroom
- ▶ Allows for last minute program attendees and quick turnaround time
- ▶ Includes interpretive tips with insight on the five factors that impact good decision making
- ▶ Presents a flow chart for determining how best to decide on any business decision

### Mobile Wizard

Participants will enjoy using the DSP Mobile Wizard as a handy decision-making tool. They may access the tool at: [www.discoverylearning.net/m/dspwizard/](http://www.discoverylearning.net/m/dspwizard/)

### Certification Provides:

- ▶ Downloadable Facilitator Guide
- ▶ Downloadable Powerpoints
- ▶ Online Webinar
- ▶ Online Assessment Center Tutorial
- ▶ Master Trainer Conferencing
- ▶ Access to the MHS Talent Assessment Portal

### Decision Style Profile® works well with:

EdgeWork™  
PressTime®