



*Two Minute Reads: A series of tips that improve your performance at work in no time!*

*Susan Cain, Ed.D., Co-founder at The Corporate Learning Institute, writes about how training can be leveraged for your organization's benefit.*

## Managing Decision Making

### Three Finger Decision Making Challenge



Check for *commitment* or *compliance* when you make team decisions by using this simple approach. Spark healthy debate and ensure input from all. Just ask what number each person is at when you are weighing direction or decisions as a team.

1- I do not and will not support this decision.

2 - I am committed to support this decision. I am OK with it and will support this decision--but I am in compliance, and not fully committed yet.

3 - 100% committed and will Champion the decision.

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