

# ENTERPRISING RURAL FAMILIES ASSESSMENT

## How Do We Handle Decision-Making?

Four types of decision-making styles are listed below:

1. Autocratic – one person, usually the leader, making the decisions with or without consulting others. Favored by the military and patriarchal organizations. It is well suited to emergencies.
2. Majority – the democratic approach stipulates that 51% carries the decision. This style is used extensively in companies with shareholders and directors, and in politics.
3. Unanimous – requires that everyone must agree with the proposal. Used in some partnership and in major decisions like the disposal of family assets.
4. Consensus – requires that most of the participants agree. Each person speaks about his or her disagreement. A sincere attempt is made to reconcile the view and concerns with the majority. Some concerns may be incorporated into the final decision. In the end, everyone may not agree entirely with the decision, but will support it anyway, as they can live with and accept the direction.

Answer the following about your family business:

a) Decisions generally occur by:

Autocratic

Majority

Consensus

Unanimous

b) Input obtained from all?

1	2	3	4	5
never		seldom		always

c) Does one person typically handle the major decisions?

Yes \_\_\_\_\_ No \_\_\_\_\_

Has this action positively or negatively effected:

The family?

1	2	3	4	5
negative effect			positive effect	

The business?

1	2	3	4	5
negative effect			positive effect	

d) How many people are involved in major decision making? \_\_\_\_\_

Has this action positively or negatively effected:

The family?

1	2	3	4	5
negative effect			positive effect	

The business?

1	2	3	4	5
negative effect			positive effect	

e) Do you usually have enough information when a decision is needed?  
Yes \_\_\_\_\_ No \_\_\_\_\_

Has this action positively or negatively effected:

The family?	1	2	3	4	5
	negative effect			positive effect	

The business?	1	2	3	4	5
	negative effect			positive effect	

f) Are the people who will have to implement the decision involved in making that decision? Yes \_\_\_\_\_ No \_\_\_\_\_

Has this action positively or negatively effected:

The family?	1	2	3	4	5
	negative effect			positive effect	

The business?	1	2	3	4	5
	negative effect			positive effect	