



Group Decision Tip

E-mailed every two weeks to help groups make good decisions

No one dominates

In principle, the next great idea might come from anywhere, not just from the person with the most power or who talks the most. Groups seeking truly creative decisions invite and make room for creative suggestions from all participants. When naturally dominant people are humble and when naturally shy people are courageous, prospects for good group decisions are dramatically increased.

Practical Tip: If you have a strong opinion about something or recognize that you are being dominant, consider even for a second that there might be a better way than yours; there might be better ideas out there worth hearing. The less you talk, the more other ideas you hear.

If you are part of a group in which someone is dominating the conversation, speak up and say that you would like to hear from others. Say, "We appreciate your views but would like to hear other views also. Is there someone else that would like to weigh in on this?" In this way it's not about shutting someone up, rather it's about wanting to hear others. Appreciate and validate the dominant comments, then move on.

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