



Group Decision Tip

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

Different Views

In principle, how things look depends on where you sit. It's not that one is right and one is wrong, simply that the views are different.

In hierarchical relationships, the person or group at the top has a wider view than the people or groups below. The supervisor considers many things of relative importance at a high level. The subordinate considers fewer things in greater detail. Even though the views may seemingly disagree, each is doing their job, seeing things from their proper perspective.

In other relationships too, our viewpoints are different by design. Tension and initial disagreement are expected. Good group decisions result when we consider all the different views, work out the tension, and identify what's best for the group as a whole.

Practical Tip: Rather than spend energy arguing which view is correct, assume that all views are correct. Use all available perspectives to better understand what you are looking at. Ask group members to say how it is for them, how things look from where they sit. Ask people outside the group, "What does it look like from out there?" Listen without judgment. If you are asked to give your view, offer it without expectation that it will prevail. Speak for yourself, from your own perspective. Humbly offer a piece of the puzzle to help create the larger picture.

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