



- (1) **Tell:** Leader simply makes the decision and announces it.
- (2) **Inform:** Leader announces decision, gives rationale and facts to build support.
- (3) **Test:** Leader announces a decision, invites other's suggestions or asks for their support during a trial period; re-evaluates and makes final decision.
- (4) **Consult:** Leader presents a problem, solicits their reactions to their own ideas, and incorporates other's ideas, suggestions and advice; may override advice, however when making final decision.
- (5) **Co-Create:** Following well-understood rules for consensus decision making, leader presents the problem with available information, defines limits, and *may* participate with the group to jointly produce a final decision.