(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.