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Single Question Model Infused with Group-Process Models, and Personal-Disagreement Processes © 2025-05-04

Step 1: What is the question we are trying to answer?

			Step 4	Step 5	Step 6	Step 7						
			Gather opportunity costs and TRIPS Interests T R I P S	Generate Possible Solutions using Creative Thinking Tool(s) and/or Research Possible Solution 1 Possible Solution 2 Possible Solution 3 Possible Solution 4 Possible Solution 5 Possible Solution 6 etc	Pick one of the solutions using an Appropriate Decision Making Tool 1 Solution	Craft Accountability for the Solution Who is going to do what by when with what resources & how will the people who need to know the step(s) is(are) done know when it (they) are done?						
Steps 2-3 The Positional Authority gets to decide the Group Process												
Terms used by Dialog Dojo	Terms by Crucial Conversations						Appropriate Personal Process options for each Group Process	Compete - with a high level of concern for the Team's Interests	Collaborate	Compromise	Accommodate	Avoid - only to put off a conversation until a better time/place
Intensive Care (IC)	Command	A1 - Autocratic	Leader does Steps 4-7				Leader	x				
		A2- Autocratic	Steps 4-5, as needed, Leader asks team members for specific information - doesn't necessarily tell them what the information is needed for		Leader does Steps 6-7		Leader	x				
	Consult	Consult or Vote	C1 - Consultative	Steps 4-5, Leader informs team members of what the leader is doing and may, as needed, individually ask opinions; however, the team is not brought together for discussion.		Leader does Steps 6-7		Leader	x			
			C2 - Consultative	Steps 4-5, Facilitator gets the team together to have an open dialog. The Leader may facilitate.		Leader does Steps 6-7		Leader	x	x		
Collaborate	Collaborate	G - Group (Collaborate)	Steps 4-7, Facilitator gets the team together to have an open dialog. The Leader may facilitate if the leader and team are skilled at facilitation and collaboration; otherwise, it would be best to have a third-party facilitator. Decision - all thumbs up or sideways.				Leader		x			
							Members		x			