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Single-Question Model Infused with Group-Process Models, and Personal-Disagreement Processes © 2025-09-09

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 (PA) gets to decide the Group Process										
Terms used by Dialog Dojo	Terms by Crucial Conversations	Terminology used by Vroom-Yetton-Jago Model			Appropriate Personal Process options for each Group Process	Compete - with a high level of concern for the Team's Interests	Collaborate	Compromise	Accomodate	Avoid - only to put off a conversation until a better time/place
Intensive Care (IC)	Command	A1 - Autocratic	Leader does Steps 4-7			PA	x			
		Members							x	
Intensive Care (IC)	Command	A2 - Autocratic	Steps 4-5, as needed, PA asks team members for specific information - doesn't necessarily tell them what the information is needed for	PA does Steps 6-7		PA	x			
		Members				x	x	x		
Consult	Consult or Vote	C1 - Consultative	Steps 4-5, PA informs team members of what the PA is doing and may, as needed, individually ask opinions; however, the team is not brought together for discussion.	PA does Steps 6-7		PA	x			
		Members				x	x	x		
Consult	Consult or Vote	C2 - Consultative	Steps 4-5, Facilitator gets the team together to have an open dialog. The PA may facilitate.	PA does Steps 6-7		PA	x	x		
		Members				x	x	x		
Collaborate	Collaborate	G - Group (Collaborate)	Steps 4-7, Facilitator gets the team together to have an open dialog. The PA may facilitate if the PA 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.			PA		x		
		Members						x		