

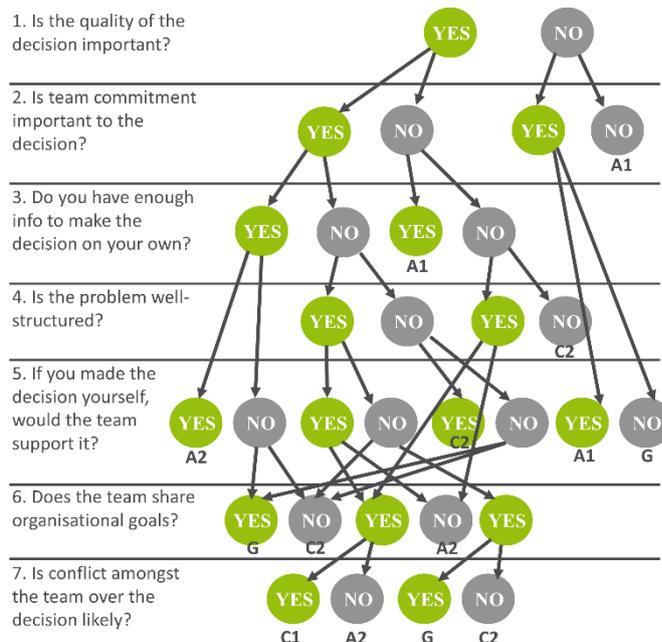


## Vroom-Yetton-Jago Decision Model

The Vroom-Yetton-Jago decision model, named for its designers, is a tool to support managers in the selection of an approach to decision making. Because no single approach to decision making is appropriate in circumstances, the model directs users by means of seven questions to one appropriate to their situation. The model accounts for three styles of leadership: Autocratic: The leader makes the decision and informs others; Consultative: The leader gathers information from the team prior to making the decision; and Collaborative: The team work together to reach a consensus. It accounts for five decision making processes: **Autocratic 1 (A1)**: The leader uses the information that they already have to make the decision themselves; **Autocratic 2 (A2)**: The leader asks team members for specific pieces of information, but may not inform the team about the decision to be made; **Consultative 1 (C1)**: The leader informs the team about the decision to be made, but will make the decision in isolation; **Consultative 2 (C2)**: The leader is responsible for the decision, but the team discuss the situation together; and **Group (G)**: The team make the decision together. The leader’s role is as a facilitator and to support the team during this process.

### Using the ‘Vroom-Yetton-Jago Decision Model’

**Step 1:** Use the decision tree depicted below to obtain a code for an appropriate decision making style.



**Step 2:** The code is matched to the corresponding decision making process listed above. This is the approach that is then implemented.

