

DECISION IMPACT SCALE



The making of decision implies responsibility. And the person making the decision must assume responsibility for the eventual consequences

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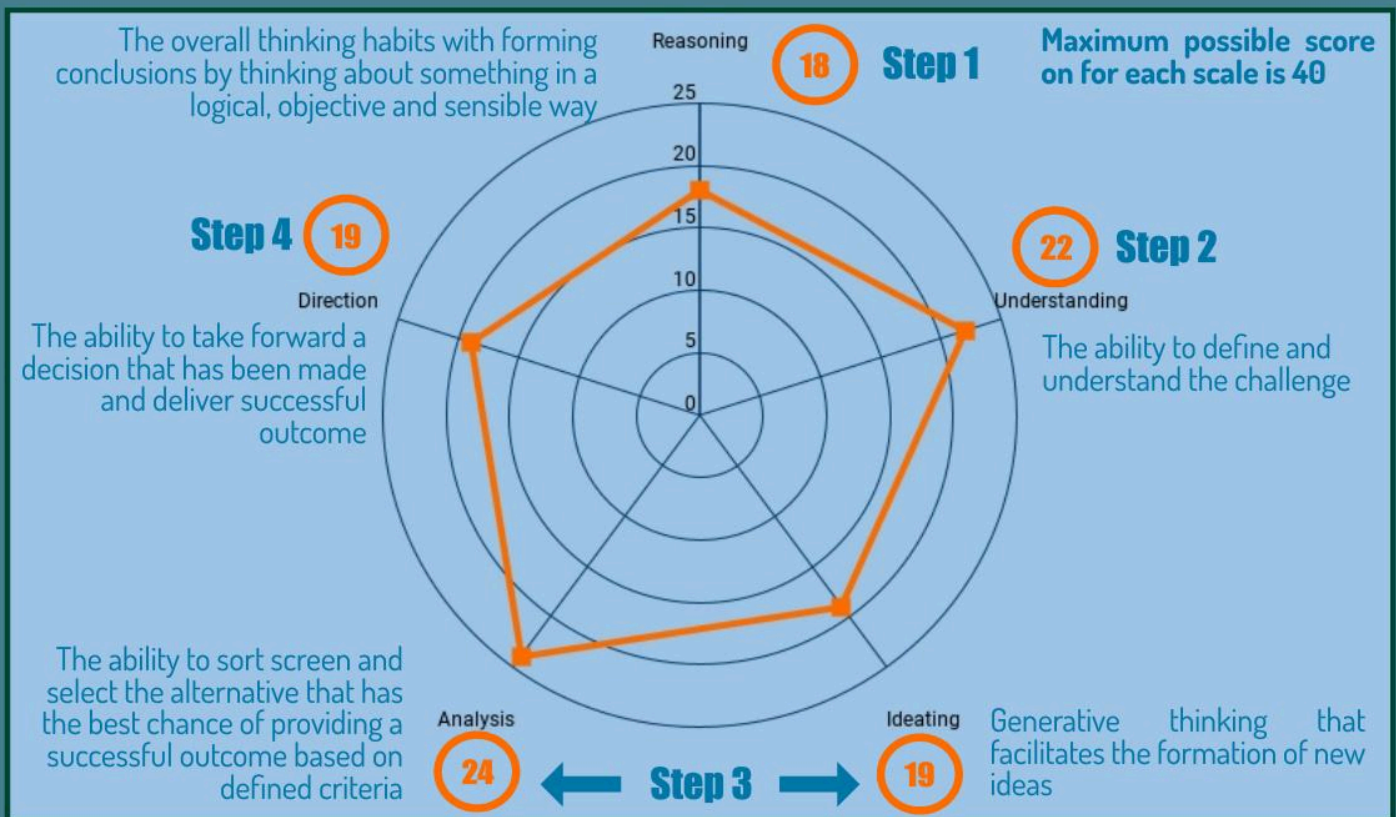
Sample Report

Date: 2nd June 2021

This report plots the effectiveness of each step in the decision making process. The decision making process starts with Reasoning where we use our cognitive skills and preferences to size up a situation. Our thinking habits and biases reside here and influence the rest of the decision making process. Step 2 is Understanding where we use our cognitive skills to connect the peices together, define the problem we face and understand the magnitude of the challenge we have. In step 3 we begin reconnecting the peices we took apart in Step 2 and rebuild the challenge from our perspective. We do this with a combination of our “Analytical” and “Ideating” skills, though we usually prefer one skill over the other. Step 4 is the final and perhaps the most important step in our decision making process where we implement and execute the decision that we have taken.

The Decision Impact Scale measures the attention we pay and importance we give to each of these steps. Since we prefer engaging more on some steps than on others, those steps will appear as relatively stronger than others. The objective of this scale is to help us identify the strongest and the weakest links in our decision making process.

Your scores as **BALANCE** between each step in the Decision Making process



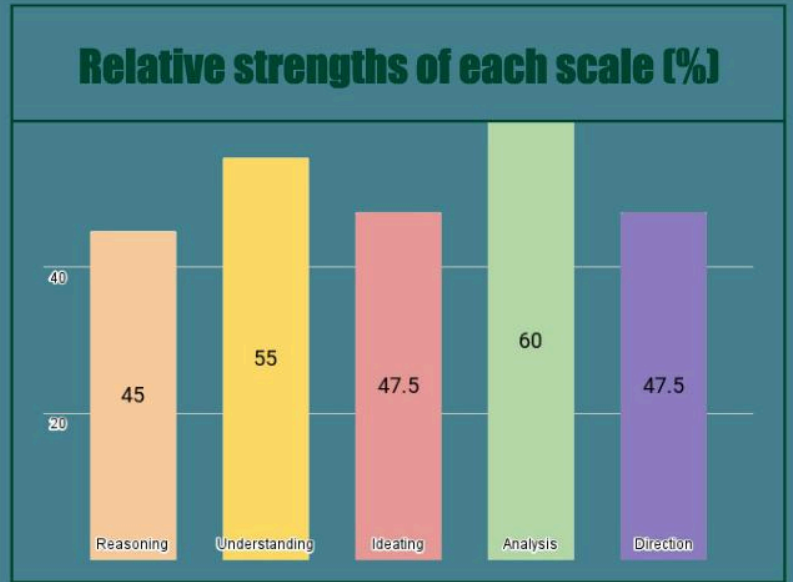
Interpretation

The more regular the shape of the pentagon the more balanced is your attention that you pay to each of the steps. An ideal graph would indicate a perfect pentagon indicating that equal attention is paid to all steps. The above graph indicates that most of the attention is given to analysing the problem followed by understanding. Ideating and Direction gets almost equal attention. The least amount of attention is paid to Step 1 or Reasoning. Put together the scores can be interpreted as most attention is paid to analysing the problem. This could mean that the problem is subject to analysis more than it is properly understood and comprehended.

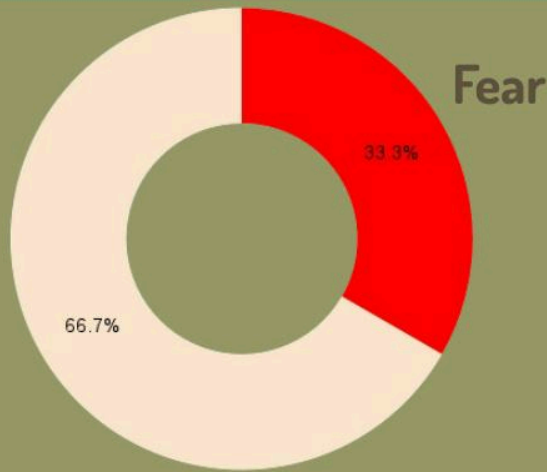
The graph shows the relative strengths of each scale. The report indicates that Analysis is the strongest and most preferred of all strengths. While this is a clear positive strength in itself, it also indicates that you prefer to analyse problems and are likely to ignore generating new ideas (ideating) and resist engaging creatively with problems. This approach works well in familiar situations. However with unfamiliar situations or problems that do not have apparent solutions can morph into bigger challenges with this approach.

It is recommended that as you continue to develop your analytical strengths, it is important that you make intentional efforts to apply your ideating skills to take a different perspective at the problem. This would help you in identifying situations which need an analytical approach and those that need an Ideating or Creative approach

Overall you should consider spending more time in understanding and comprehending the problem rather than rush to analyse and solve it



Fear of Failure



Self - Confidence

The report can be interpreted as indicating that you have a reasonable degree of fear of failure. While this is a healthy indicator that keeps you aware and alert on each step of the decision making process, it is important that you periodically revisit and reflect on the causes of your fear.

If the fear is one of encountering hurdles then it can make you prone to taking the shortest and the easiest route towards your goals. You can potentially miss learning and growing opportunities with this approach. In such cases consider investing more time in understanding and comprehending the situation and avoid rushing towards a solution

On the other hand if your fears stem more from inability to achieve desired level of success then you must consider actively exploring "Ideating" & "Direction" as an alternative to your usual approach of "Analysing" in your decision making process.

The fear of failing can be immobilizing - it can cause us to do nothing and therefore resist moving forward. We all have different definitions of failure simply because we all have different benchmarks, values and belief systems. Fear of failure is when we allow fear to stop us doing the things that can move us forward to achieve our goals. The objective of this report is to give insights into the level of fear we have of failure.

The speed with which we take decisions is directly linked to our fear of failure. Our fear of failure also determines how much time we spend and how much attention we give to each step of the decision making process.

Fear of failure can prevent people from taking optimized decisions even if they have a high achievement motive. Fear of failure arises from a desire for success while either approaching challenges or while avoiding hurdles. And therefore has strong influence on the quality of decisions we take.

A high fear of failure (above 70%) can have a very adverse and detrimental effect on the "DIRECTION" aspect of decision making. It slows down the overall decision making process by making people need and wait for more than sufficient information, which in turn leads to unnecessary and continuous deferring.

A very low fear of failure (less than 10%) can make individuals less attentive towards the REASONING and UNDERSTANDING steps of the decision making process, especially the attention we pay to details. While a low fear of failure is a strong indicator of self confidence and optimism it can potentially lead to missing weak and perscient signals.

Both approaches can be potential derailers.

The scale measures our potential fear of failing in situations where we need to arrive at a conclusion with whatever information is available. The red area represents the degree to which we think we have a chance of failing. The lighter shaded segment represents the degree to which we are confident of succeeding in the same situation.



Disclaimer: This report is based on the answers given by the respondent during the assessment. As you read this report, please consider how the results compare with your own sense of how you take decisions. Like most psychometric assessments this report does not claim 100 percent accuracy. You should avoid making major decisions based on the results of only this assessment. This report is best understood when interpreted alongside other reports like the Decision Effectiveness Index, Decision Making Style, Hogan Business Reasoning Inventory etc. The results of this assessment should not be used to make a judgement about whether any behaviour or any person is good or bad. This report is designed specifically for meeting training and development objectives, and should be used only for such purposes.

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