



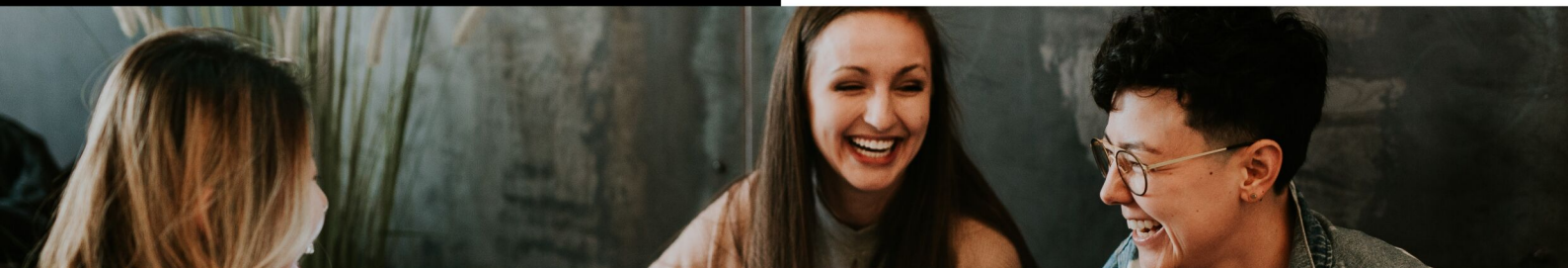
The BeTalent Decision Styles questionnaire and card sort exercise, developed by Dr Amanda Potter, were scientifically researched and designed to measure an individual's decision style, risk taking and judgement behaviours.

## The BeTalent Decision Styles Model

The BeTalent Decision Styles Model is based on 10 decision-making factors, mapped to the BeTalent Behaviours, Expertise, Strengths and Tenets. The scores reflect how extreme an individual's results are compared to a norm group of global professionals. Each style has an opposing style on a continuum, for example, single-minded and open-minded.

## How does it work?

Users complete a 12-minute secure questionnaire on the BeTalent App or online platform. Full interpretive reports summarise an individual's decision-making preferences, highlighting their primary, secondary and agile decision-making styles. The report also identifies clear learning and development opportunities for the future, in order to enhance future decision-making competence.



## Become a BeTalent Decision Styles Practitioner

HR and Talent colleagues can become certified users through a half day accreditation course. The half day, plus pre and post work, is designed for professionals with experience of psychometric products. For £300 +VAT you can become trained, this cost includes one pack of Decision Styles cards.

# What are the benefits of using the Decision Styles Questionnaire?

Focusing on the ways you and your organisation approach and make decisions will help to:

- Increase self-awareness and an understanding of what people pay attention to, in order to make better informed decisions;
- Encourage open discussions about Decision Styles in order to improve decision making;
- Enhance your awareness of how your colleagues think and act. These individual styles often influence how problems and potential solutions are evaluated (Martinsons, 2001);
- Better understand how your Decision Styles impact the way in which you work independently and with others;
- Reflect upon instances whereby your Decision Styles may be less effective; under certain circumstances, working with certain colleagues.

*The cognitive diversity of the team and how they make decisions is key to the creativity and success of that decision.*

## How much does it cost?

The cost for the Decision Styles questionnaire is £45 and for the online card sort is £40 per person (not including administration). The Decision Styles Card Sort Packs are £25 per box.



## Contact us

To find out more about our training please go to [www.betalent.com](http://www.betalent.com), email [accreditation@betalent.com](mailto:accreditation@betalent.com) or contact the office on +44(0)208 645 0222.



[www.betalent.com](http://www.betalent.com)



[www.linkedin.com/company/betalent-ltd](http://www.linkedin.com/company/betalent-ltd)



[www.twitter.com/betalentltd](http://www.twitter.com/betalentltd)



[www.instagram.com/zircon\\_mc](http://www.instagram.com/zircon_mc)



Visit our YouTube channel - BeTalent