A Guide for Making Tough Choices

*How Leaders Decide*

by Greg Bustin

Includes printable worksheet for meeting participants

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**Whether you’re running a small team or an international enterprise, all leaders know the feeling of facing a tough choice. It’s impossible to predict how our decisions will play out. How do you make decisions when the stakes are high?**

Prior to your meeting, provide a copy of *How Leaders Decide* to each meeting participant, and request the participants read the book and come prepared for discussion. The book will also serve as a learning tool and a future resource to reinforce training ideas.

Ask these thought-provoking questions prior to discussing the book:

1. When faced with a tough decision, what is the first thing you do?

2. What was the driving force behind a good decision you have made?

3. What steps did you take to determine what turned out to be the “wrong” decision?
Book Discussion Questions

A Resolute Mindset

• As a leader, do people listen to you? If so, why do you think that is? If not, what do you think you need to change?

• What leadership habit would you need to improve in order to accomplish a big goal you have planned for the year?

Workplace Values

• Does your leadership style affect your organization’s culture? How so?

• How often do you use your personal values in your decision-making process?

Communicating with Your Team (As a Leader)

• Do the members of your team know what your objectives are?

• When did you decide to act on an issue your team brought to your attention? What was the result?

• When did you decide not to act on an issue your team brought to your attention? What was the result?

Meeting Changing Needs

• How does your team respond to change? What do you do, as a leader, to embrace change?

• What steps do you take to make sure your team or organization is meeting the changing needs of your customers?

Silos

• What walls have been built into your team or organization’s structure? What has been the impact of these walls/silos/cliques?

• What steps can you take to tear down these walls to bring together your team/organization?
Core Values

• What is your organization’s main focus? Are there areas/processes that fall outside of this focus that can be simplified or even removed?

• What area is your team/organization falling behind on? What can you do to help catch-up?

Perspective

• Think about the people you spend the most time with. Do their views lift you up or drag you down?

• Think about a decision you need to make in the next few months. Is there someone (or several people) that you can discuss it with to get a different perspective?

Work-Life Balance

• Do you allow yourself time to unplug from your office? What are some things you could do to give yourself more time?

• What do you do to maintain balance between your work life and your home life? If these two overlap, what can you do to create a separation?

Author Greg Bustin aims to help growing leaders make tough decisions by learning from past choices of great historical figures.

Use these inspiring stories from turning points in history to help make sure your next decision is the one that changes everything!

Contact us to learn more or tell us about how this Discussion Guide sparked impact for you and your team!
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