

Belonging, 2.4: Inclusive Decisions

Summary

- Decision-making is a key area in which people can feel included or excluded. However, hierarchies and power differentials are inevitable. What matters is how decisions are communicated.
- Structure for inviting people into decision-making:
 - Explain your predicament
 - Explain a possible solution/solutions
 - Invite their thoughts
- If you can't invite someone's opinion into a decision and have to make it on their behalf, it's vital that you explain your thinking so they can understand the reasoning.

Exercises

- 1) Think about the last time someone made a decision without you that impacted you. How did it feel? What impact did it have? What would you want to do differently?
- 2) Ask the same questions for when you've made a decision that impacted someone else.
- 3) Try and use the 'inviting-in' structure to rephrase how you would do this again. Does it work? If not, why not? How might you adapt it to your situation?

Resources and links:

- <https://journals.sagepub.com/doi/full/10.1177/00469580231159318> Systematic review of factors influencing healthcare staff retention, including culture and autonomy

Evaluation:

We would really appreciate your feedback through these short questionnaires on the videos and their usefulness. Your feedback will help us improve future content.

Prior to watching the videos



After watching the videos

