

# You Can't Make Progress Without Making Decisions

Having established a team dynamic that works and settling into our group, the practice rollovers began. This involved collectively coming to agreements on a variety of different decisions. Being a rather indecisive person myself, decision making can be a rather long process. I am someone that will ponder my decisions for a prolonged period of time and more often than not, end up at the same conclusion I initially had. In this team dynamic, I found that my peers attacked tasks with confidence. Having individuals around you that are strong decision makers, made me contemplate my own approach.

Working in a team dynamic requires diligent decision making. Therefore, there is little room for doubt or lack of confidence. I found that in order to be an effective follower, I had to be able to "... think for themselves and carry out their duties and assignments with energy and assertiveness." (Kelley, 1988). This ties in with what Kelley (1998) discusses as the four qualities that most effective followers have; these being self-management, commitment, competence/focus and courage. A key area in which I lack is having courage in my decisions, thus holding me back from being an effective follower. In order to be an effective decision maker, I need to remember that "Risk is an inescapable part of every decision" (Buchanan & O'Connell, 2006). Therefore, I need to trust in the work that I have done and understand that reworking the same problem may not be the best solution. Furthermore, reminding myself that my peers are present and are able to provide support and double check areas of doubt, provides comfort.

Ultimately when I choose to pursue a management role in my career, I know I would be required to make choices. Therefore, it is of importance that I continue working on being decisive and having confidence in my decisions. This is as in order to lead a team; I need to be able to handle demands and constraints that may limit my choices. As such, growing in my knowledge in this area allows me to build confidence in decisions regarding what to do and how to do it (Yukl, 2013). Therefore, this simulation and my team dynamic allow an opportunity for me to challenge myself.

Having progressed through Daudelin's (1996) stages of reflection, I have found that I am better equipped to make decisions in the coming weeks. I am eager to continue pushing myself and building confidence in my decisions throughout the actual rollovers.

## References:

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