



Action Impact Movement

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The Decision Tree



The decision tree is a tool for delegation and professional development. You know you or your team members are growing and developing when more decisions are moved to the leaf level.
source: Firece Conversations by Susan Scott

Leaf Decisions: Make the decision. Act on it. Do not report the action you took.

Branch Decisions: Make the decision. Act on it. Report the action you took daily, weekly or monthly.

Trunk Decisions: Make the decision. Report your decision before you take action.

Root Decisions: Make the decision jointly, with input from many people. These are the decisions that, if poorly made and implemented, could cause major harm to the organization.

Why and how to use the decision tree?

- **Decision authority and action:** Clearly identify which categories decisions and actions fall into, so people know exactly where they have the authority to make decisions and take action.
- **Development tools:** Provide a clear upward path of professional development. Progress is made when decisions are moved from root to trunk to branch to leaf.
- **Collaboration:** Know when to collaborate with others on decisions.
- **Communication:** Know when and to whom to communicate decisions.