

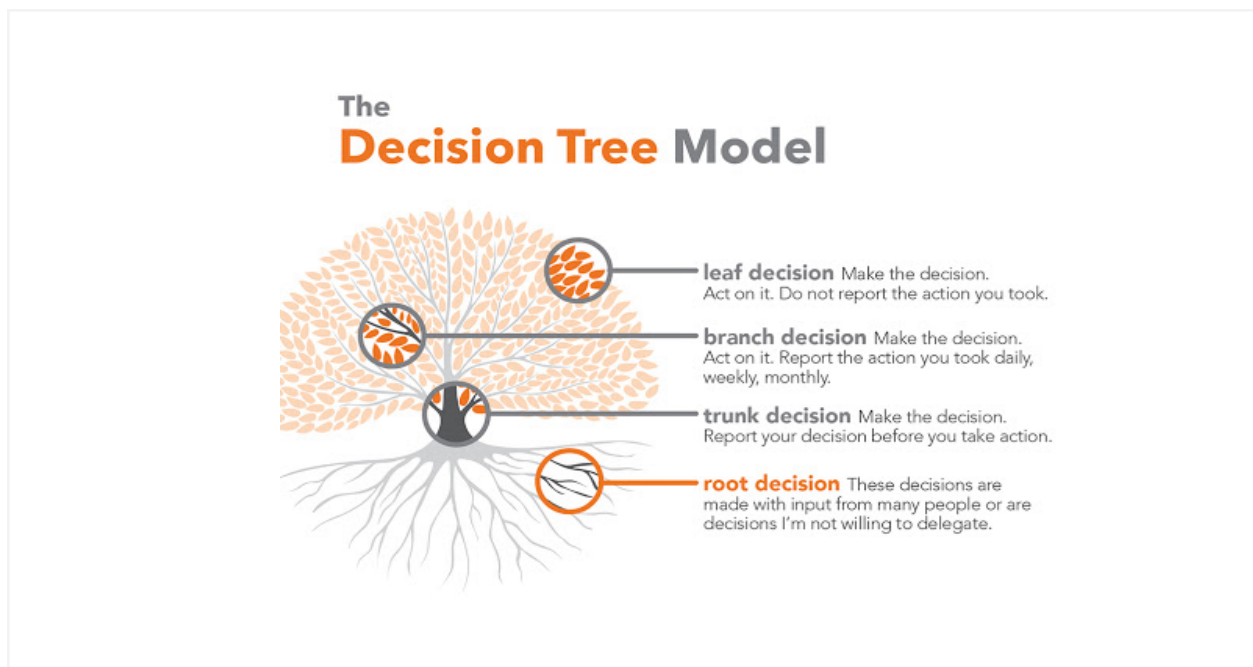
## Keeping Decision Velocity High

With Susan Scott's Decision Tree Model\*

### Four Types of Decisions: *Leaf, Branch, Trunk and Root*

- **Leaf Decisions:** Just do it, make the decision. No need to report your actions.
- **Branch Decisions:** Meatier decisions, still make the decision, but report what's happening at regular intervals.
- **Trunk Decisions:** More weighty decisions, vital to the structure of the tree. Decide and report *before* acting. Announce your intent. Here's what I'm going to do. This allows leadership to hear the team member think, in case they may need to jump in before the action. We're letting them take the initiative to decide, but holding off on executing. They're learning and getting better.
- **Root Decisions:** The tree will come down if we don't get this right. We only decide this after lots of input. Discuss first.
- **Conclusion:** Push more decisions out to the leaves. Each team member thinks about their various daily decisions. Decide which decisions are leaf, branch, trunk, & root decisions. As decision-making improves, continually push more decisions out to the leaves. This improves speed and acceleration. *When we're doing it well, there are very few root decisions.* The vast majority are in the leaves and branches. We are then able to discriminate between the different levels of decisions and spend the proper time on the things that need our focus.

### Are you Treating Too Many Leaf Decisions Like Root Decisions?



For more, check out Susan Scott's National Bestseller - [Fierce Conversations](#)