Decision Making Competencies Matrix

Leaders can demonstrate competency in decision making by:

* Involving others in making decisions
* Factoring organizational goals into decisions
* Making clear, transparent, timely decisions

**Decision Making Competency Matrix**

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| --- | --- | --- | --- | --- |
| Exceptional | Exceeded Expectations | Fully Achieved Expectations | Some Expectations Met | Expectations not met |
| Consistently and effectively seeks input from unit and campus partners; is nimble and decisive. | Highly collaborative in terms of seeking input to solve problems and make decisions. | Collaborates effectively with others to solve problems and make decisions. | Sometimes collaborates with others; prefers to solve problems independently. | Rarely collaborates with peers and campus partners; doesn’t look for more efficient ways to do things. |
| Always have ‘big picture’ in mind and helps others see it. Consistently aligns decisions and actions with organizational department goals and initiatives. | Decisions and actions align with organizational and department goals and initiatives. | Decisions focus on immediate short-term issues, losing sight of larger department goals and initiatives. | Decisions focus on immediate, short-term issues, losing sight of larger department goals and initiatives. | Decisions have minimal or no impact in terms of improving the quality or products and services, or in aligning with department goals. |
| Consistently makes clear, transparent, timely decisions; decisions consistently align with organizational and departmental goals. | Decisions consistently support and facilitate desired outcomes. | Makes sound decisions based on facts and experience. Decisions often support and facilitate desired outcomes. | Decisions are sometimes not clear; trends to put off decisions on more complex issues. | Has difficulty articulating rationale for decisions; often defer decision-making to others. |
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References

Corkery, L. (2019, October 8). Core competencies. Human Resources. https://hr.ucdavis.edu/performance-appraisals/core-competencies