

<<决策方式 Decision-Making Style Inventory>>

图书基本信息

书名：<<决策方式 Decision-Making Style Inventory>>

13位ISBN编号：9780787988395

10位ISBN编号：0787988391

出版时间：2007-1

出版时间：John Wiley & Sons

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页数：10

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内容概要

The most recent research into decision-making suggests that the most effective leaders are the ones who are able to adapt their decision-making style over time as their roles and responsibilities change. Discover a proven, easily understandable way to assess decision-making style with the Decision Making Style Inventory. The Decision-Making Style Inventory is a validated and reliable 20-item Likert assessment that identifies an individual's decision-making style preference. The assessment measures four dimensions. Two structural styles--Systematic and Spontaneous, and two processing styles--Internal and External. In this Inventory the two dimensions are combined to find a preferred decision-making style: Systematic-Internal, Systematic-External, Spontaneous-Internal, and Spontaneous-External, plotted on a four-quadrant chart. The Inventory is a powerful tool that can be used in numerous developmental situations such as formal leadership training, coaching, and even performance appraisals.

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书籍目录

ACKNOWLEDGMENTS. PLEASE READ ME FIRST! BACKGROUND FOR THE DECISION-MAKING STYLE INVENTORY AND WORKSHOP. INTRODUCTION TO THE FACILITATOR GUIDE. OVERVIEW OF DMSI THEORY. DEVELOPMENT OF THE DECISION-MAKING STYLE THEORY. DEVELOPMENT OF THE DECISION-MAKING STYLE INVENTORY. ABOUT THE DECISION-MAKING STYLE INVENTORY. ADMINISTERING AND SCORING THE INVENTORY. PREPARING FOR A WORKSHOP SESSION. CONDUCTING THE WORKSHOP: UNDERSTANDING UN-UNDERSTANDABLE PEOPLE. Welcome and Objectives. Administer the DMSI. Introducing the Styles. Scoring the DMSI. Break. Treasure Hunters and Detectives. Implications of the Decision-Making Styles. Strengths and Liabilities. Putting the Styles to Use. REFERENCES. Appendix A: Description of the Workshop. Appendix B: Thumbnails of Slides. Appendix C: Instruction for Scoring the DMSI. ABOUT THE AUTHORS. HOW TO USE THE CD-ROM.

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