| **1) DESCRIPTION OF THE TOOL** |
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| **Activity: “Team Decisions: Choosing Together”**  Participants work in small groups to solve concrete situations requiring a collective decision.  Each participant must share their opinion, listen to others, negotiate, and reach a consensus or reasoned compromise. |

| **2) OBJECTIVES OF THE TOOL** |
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| Experience group decision-making in action.  Develop active listening, argumentation, and negotiation skills.  Identify biases and pressures in collective decision processes.  Improve group cohesion and trust. |

| **3) CONNECTION OF THE TOOL WITH THE SKILL** |
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| Professional and personal life often requires collaborative decisions, such as:   * Choosing a project to launch * Distributing tasks * Organizing an event or shared strategy   This activity allows participants to practice collective intelligence, learning how to listen, compare, and decide together. |
| **4) MATERIAL RESOURCES** |
| * Printed **scenario cards** (see examples below) * Paper and pens for note-taking * Flipchart or whiteboard to summarize proposals * Timer (10–15 minutes per scenario) |

| **5) HOW TO APPLY THE TOOL** |
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| Form groups of 4–6 participants.  Distribute a concrete scenario to each group.  Allow 10–15 minutes for discussion to:   * Analyze the situation * Discuss options * Identify advantages and risks * Reach a collective decision   Each group presents their decision and reasoning.  Conduct a group debrief, discussing:   * How was the decision made? * Did all members contribute? * What obstacles arose? * How could the decision-making process be improved? |

| **6) WHAT TO LEARN** |
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| Group decision-making is not about finding the perfect solution, but a shared, thoughtful solution.  Listening and paraphrasing are essential to ensure participation.  A good collective decision relies on:   * Clear objectives * Communication and respect * Time for reflection and negotiation |

| **7) EXTRA MATERIALS - LINKS** |
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| MindTools – Group Decision Making Techniques  [Harvard Business Review – How to Build Team Consensus](https://hbr.org/) |