



Problem Solving and Decision-Making

April 14, 2021

Vensure Employer Services and our PEO Partners



Agenda

1 Impediments to Making Good Decisions

2 How People Make Decisions

3 Problem Solving Model

4 Ethics In Decision-Making

5 Avoiding Groupthink

6 Q&A

Instructions for Submitting Questions with GoToWebinar



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› In the control panel, there is a dropdown section entitled, “Questions”



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› Please note that you will not see the questions or comments of others



› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

1

Impediments to Making Good Decisions

Impediments to Making Good Decisions

- › Pressure
- › Politics
- › Uncertainty
- › Caffeine
- › High or Low Blood Sugar Level
- › Fatigue
- › Lack of Information
- › Conflicting Information



2

How People Make Decisions

How People Make Decisions

Extraverts and Introverts

Sensing and Intuition

Thinking and Feeling

Judging and Perceiving

3

Problem Solving Model

Problem Solving Model



Identify the Problem



Explore Alternatives



Select an Alternative



Implement the Solution



Evaluate the Situation

4

Ethics In Decision-Making



Ethics In Decision-Making

- › Place the Law and Ethical Principles Above Private Gain
- › Act Impartially
- › Protect and Conserve Company Property
- › Put Forth an Honest Effort

5

Avoiding Groupthink

Avoiding Groupthink

- › Encourage
- › Describe
- › Assign
- › Invite
- › Ask



Q&A

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**Thank You for
Your Time**

