
Was Sie aus diesem Essential mitnehmen können

- Einigkeit mit anderen Personen steigert unsere Sympathie, kann aber die Qualität von Entscheidungen gefährden.
- Unterschiedliche Meinungen (Dissens) motivieren uns dazu, vorhandene Informationen intensiver zu diskutieren sowie tiefer und ausgewogener zu verarbeiten. Dadurch verbessern sie die Qualität von Entscheidungen.
- Als Führungskraft können Sie Dissens stimulieren, indem Sie Ihr Team aus heterogenen meinungsstarken Personen zusammensetzen, externe Experten zu Rate ziehen, sich selbst mit Ihrer Position zunächst zurückhalten und stattdessen für eine gleichmäßige Beteiligung aller Teammitglieder sorgen.
- Da Dissens gleichzeitig aber auch zu Beziehungskonflikten führen kann, sollten Sie sicherstellen, dass in Ihrem Team eine Atmosphäre gegenseitigen Vertrauens herrscht.
- Ist eine Entscheidung gefällt, ist für ihre Umsetzung Konsens wichtig, den Sie beispielsweise durch charismatisches Verhalten fördern können.

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