

# DECIDE WITH PLUS MINUS INTERESTING

## DECISION MAKING

## THIS TOOL WILL HELP YOU TO:

- ★ weigh up pros, cons and implications of an option
- ★ check that a course of action is worth taking.

## HOW TO:

- 1 Draw up three columns on a piece of paper with the headings: Plus, Minus and Interesting.
- 2 Think of a specific option, action or decision you would like to implement.  
In the Plus column, list all the positive results of taking the action.  
In the Minus column, list all the negative effects.  
In the Interesting column, list the implications and possible outcomes of taking the action, whether positive, negative or uncertain.

Plus	Minus	Interesting
Total score:	Total score:	Total score:

By this stage it may already be clear whether or not you should implement your action. If it is not clear, consider each of the points you have written down and assign a positive or negative score to it. The scores you assign may be quite subjective.

- 3** Add up the score. A strongly positive score shows that an action should be taken, a strongly negative score indicates that it should not be taken.



## BRING IT TO A MAKE CHANGE HAPPEN MEETING

### Report back

Describe the process of using this tool on your project. What insights did you gain? What changes will you make to your project as a result? Did you have any difficulties your Make Change Happen group could advise on? What tips on the tool do you have for your Make Change Happen group?

### Practice run

Choose an option, action or decision to use Decide with Plus Minus Interesting with. It's best to use an action from your project. However, your Make Change Happen group need to know your project well enough so they can contribute meaningful insights. An alternative topic could be as simple as 'Shall we all go to dinner after this Make Change Happen group?'. You'll need a whiteboard or large piece of butchers paper. Follow the steps and capture any insights generated.

## DECIDE WITH PLUS MINUS INTERESTING

WHAT CHANGES WOULD YOU MAKE AS A RESULT OF APPLYING PMI?

### COMBINE THIS TOOL WITH:

- Harness your Strengths with S.O.A.R
- Get Group Clarity with O.R.I.D
- Pool your Ideas

### NOTES

*We acknowledge Edward de Bono in developing the PMI tool, first published in his 1982 book De Bono's Thinking Course. See <http://edwdebono.com/> and [www.mindtools.com/pages/article/newTED\\_05.htm](http://www.mindtools.com/pages/article/newTED_05.htm) for more information.*