

# The benefits of transparency of decisions

When we are busy, or assume others have the same level of knowledge as us, we often share the outcome of the decision but not the reason behind it. Taking time to share the rationale and the outcome with stakeholders can have the following benefits...



## Understand requirements

Often the decisions we make are influenced by compliance or best practice guidelines. Sharing this information helps educators and families know the requirements that we are bound by and gets them to see it is not a personal opinion, merely professional practice.



## Understand philosophy

The service/organisational philosophy and values will also influence decisions, so making this known and running decisions through this filter will allow for stakeholders to get a better understanding of the thought process used and who you are as a service.



## Consistent practices

When you take the time to explain the rationale it often means that the same issues will not keep coming up as everyone understands the factors that influence the outcomes and can consider these themselves rather than needing to be constantly reminded.



## Build knowledge

Sharing the reasons and thought processes used behind decisions also means that you are sharing your knowledge and experience with others, to build their own practices, instead of needing to ask for your input every time they need to make a decision.



## Get team on board

When staff feel like decisions are forced upon them to control them, because they don't understand the rationale behind them, they can often push back and rebel against it. Explaining the rationale and spending the time to include them usually helps them to feel valued and supported.