Ethical Decision-Making Framework

Use this step-by-step framework to guide your team through difficult decisions. This is especially helpful when balancing competing stakeholder needs or facing value-based dilemmas.

1. Define the Ethical Dilemma:
 • What decision needs to be made?
 • Who will be affected?

2. Identify the Stakeholders:
 • Who has a vested interest in the outcome?
 • What are their concerns or values?

3. List the Options:
 • What are all the possible courses of action?
 • Include even the less obvious ones.

4. Evaluate the Consequences:
 • Short-term and long-term impacts
 • Legal, financial, reputational, and moral implications

5. Test the Options:
 • Is it fair?
 • Would you be comfortable if this were made public?
 • Does it align with our organisation’s values?

6. Make the Decision:
 • Choose the best course of action based on step 5.

7. Document and Communicate:
 • Record your reasoning and share the decision with those affected.

8. Reflect:
 • After implementation, review the impact.
 • What lessons were learned?