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?