Values-Based Decision-Making Outline

BEFORE Initiating the Process
A. Clearly identify decisionmaker(s) – who might not be facilitator
B. Articulate decision focus question (what is to be decided through this process?)
C. Define any parameters (what is not on the table, not being considered through this process?)

I. CLARIFY: Stepping Back & Framing
   PERSPECTIVE: WHERE AM I?
   
   Pause Individually:
   What is your initial “take” on this decision? What perspective/point of view does this represent?
   
   Group: Go around and share your frames, listen, no commentary, clarify only

II. COMPREHEND: Naming & Dialogue
   WHAT ABOUT YOU – ie, ALL OF YOU?: ALL OF WHAT MATTERS
   
   Pause Individually:
   Go beyond your own point of view, list everything that matters. List stakeholders (to whom it matters), what else might matter to them.
   
   Group:
   Each pick one value that you’ve identified. List stakeholders. Go around until list is exhausted. If needed, reflect back. Gain greater clarity on each.

III. COMMIT: Advocacy & Weighing
   WHAT MATTERS MOST
   
   Pause Individually: Write down three values that you judge most critical and your reasons.
   
   Group: Advocacy Round – name one essential value (of your 3) and why key.
   
   Decisionmaker: Summarize.

IV. CHOOSE: Considering & Matching
   WHAT ALIGNS BEST
   
   Group: consider and add any additional options.
   
   Pause Individually: top value, decision, downside.
   
   Group: share around the table.
   
   Decisionmaker: Summarize. Agreement, conflict, clarity,…and therefore which values should drive decision. Feedback?

V. COMMUNICATE: Reporting Out & Telling the Story
   HOW TO BE TRANSPARENT
   
   Decisionmaker, prepare; then report out: decision, values that drive it, downside.