

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, down side.