

Value-based Decision Making

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1. List all the parties that you believe may be affected by the decision (stakeholders).

2. List all the personal and work-related values involved in the decision. These values may include the following:

CORE VALUES

Honesty (truth telling, openness)

Integrity (acting on convictions, courage, leadership by example)

Promise-keeping (fulfilling commitments)

Fidelity (loyalty, confidentiality)

Justice (fairness, equality)

Caring (compassion, kindness)

Respect (human dignity, uniqueness)

Citizenship (respect for law, social conscience)

Excellence (quality of work)

Accountability (responsibility)

3. List all possible alternatives - what you can or cannot do.

4. Choose and prioritise

Of all the parties you listed above, select the party that you believe is most important for the purposes of making this decision (List 1).

Of all the values you listed above select the one you believe is most important for the purpose of making this decision (List 2).

Of all the options you listed above, select the one you believe will cause the greatest good or least harm (List 3).

5. Make a decision based on the above priorities.
6. Devise a strategy that will effectively implement your decision.

Testing my Decision

Questions to ask when testing if my decision is ethical and value based.

Imagine that the choice you make will be made public on TV and that stakeholders, parents, family members, colleagues etc., will be watching.

If you still feel comfortable with this decision after the imaginary broadcast then the actions will probably have some ethical validity.

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