

Tough Decisions...

...No Problem!

Rotary Club of Greenville

April 26, 2011

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Agenda

- Introduction
- Table Discussion
- A Toolbox Approach & Decision Framework
- Table Discussion – Take Two
- Concluding Thoughts

Table Discussion

- One person read the scenario at your table
- There is no additional information
- You must make a decision with what is written

Table Discussion

- How'd it go?
- Was there a consensus?
- Was everyone satisfied?

Rotary's Four-Way Test

The Rutland Ethics Toolbox Approach

Goodwill

Better Friendships

Beneficence

Weigh the Options

Truth

Fairness

Check the Impacts

Goodwill

Better Friendships

Beneficence

Be Your Hero

Decision/moral judgment
(Confidence comes when answers converge)

A Decision Framework

For ethical decision making – a systematic approach

1. Identify Issues and Stakeholders
2. Analyze alternatives using the Four-Way Test
3. Justify (confidence comes when answers converge)
4. Decide / Act

Take Two

- Re-read scenario
- Try the toolbox approach & decision framework
- Decision must still be made with what is written



Remember:

- Get clear about your goal
 - *Identify issue(s) and stakeholders*
- Life is not especially tidy
 - *Consider alternative courses of action using the Four-Way Test or the Ethics Toolbox Approach*
- **Justify, don't rationalize**
 - *You can be confident when the answers converge*
- No excuses
 - *Decide and ACT*

Take Two

- Did you re-think your process?
- Still come to the same conclusion?
- Anything different?



Tough decisions? No problem!

- Use the Four-Way Test
- Remember to use the “lenses”
 - (weigh the options ... check the (human) impacts ... be your hero)
- Share with colleagues
- Remember:
 - Integrity is the project of a lifetime
 - Integrity is an investment opportunity
 - Integrity builds wealth



Thank You!

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