

Novastone Ethical Dilemma Framework

M - Mind the Context - Consider initial thoughts and reactions while connecting to past experiences.

- Share initial thoughts and reactions to this dilemma.
- Connect to past experiences which feel similar or aligned to this current dilemma.
- Identify potential ethical and moral issues.
- Formulate questions.
- What professional codes of ethics, school rules and/or policies need to be consulted?

O - Outline the Stakeholders - Think through the stakeholders involved in the dilemma and their perspectives.

- Examine the emotions, interests, perspectives and relationships of all stakeholders (internal and external) involved in or adjacent to the dilemma.
- What cultural elements, values, virtues and/or beliefs are relevant to the dilemma? Are different values in conflict, and if so, which should be prioritized in this situation? Why?
- Who owns the moral issue?
- Identify and focus on what's *essential*; ignore the noise.

R – Review the Options – Process the information extracted from the dilemma thus far and engage in dialogue to synthesize and study the dilemma.

- What decision is expected by professional parameters?
- What decision would the community expect?
- What is the *right* decision based on what is best for prioritized stakeholders?
- Identify Option A and Option B for resolution – is there an Option C?
- Come to consensus and defend the final decision.

A – Assess the Process - Organize your thoughts, reactions, and elements of the resolution.

- How does the final decision differ from your individual initial reactions?
- How did your personal values and your professional ethics influence the final decision?
- What leadership style(s) and/or leadership strengths/competencies would an ethical and moral leader need to call upon to work through this dilemma?
- What leadership virtues and/or character strengths would an ethical and moral leader need to call upon to work through this dilemma?

L - Lead with Integrity - Commit to Next Steps...

- Once the dilemma is handled utilizing the option for resolution previously agreed upon, how might internal stakeholders react?
- Once the dilemma is handled utilizing the option for resolution previously agreed upon, how might external stakeholders react?
- What are some predicted impacts on the organizational environment, culturally and academically, that could arise from taking the actions agreed upon in the manner of resolution?
- Formulate a timeline for next steps for follow-up, action, communication, and collaboration after the agreed upon outcome is manifested.