

A framework for making GREAT decisions at Unity Health Toronto

GATHER

1. Get background information

- What is the issue, question, or decision at hand?
- What is the background or context of our decision?
- What is the timeline for our decision and action?
- Have we engaged the relevant stakeholders?

2. Identify initial judgments

- Which values or principles may be relevant to this issue or decision (e.g., legal requirements, ethical principles, college policies)?
- Are there any systemic barriers or inequities we should be mindful of in our decision-making?
- What guidance does the Health Ethics Guide provide on this issue?
- What does our conscience or "gut" tell us to do?

REFINE

3. Distill judgments

- Are there unspoken feelings or biases that might be influencing our initial judgments (e.g., habits, prejudices)?
- Are there any "red flags" that should inform our decision-making?
- Which particular values or principles deserve priority in our decision-making?

4. Name the options

- What are our options?
- Which options are compatible with each other?
- Which options are incompatible with each other?

EVALUATE

5. Assess the options

- What are the primary risks and benefits of each option and who do they affect?
- Can any options be ruled out on risk/benefit grounds?
- Which options are most consistent with the priority values or principles named earlier?
- Keeping in mind the risks, benefits, values, and principles, and the interests of stakeholders, which is the overall best option (or set of options)?
- Which options best respond to any relevant systemic barriers or inequities?

6. Reflect on organizational values

- Is the chosen course of action consistent with our commitment to:
 - human dignity?
 - compassion?
 - excellence?
 - community?
 - inclusivity?

If this is an organizational decision, consider using the "Reflection Tool for Organizational Decision-making".

ACT WITH TRANSPARENCY

7. Articulate the choice

- What is our decision?
- What is our plan for following through on and carrying out our decision?
- What is our plan for communicating our decision and rationale to the relevant stakeholders?

8. Reflect and learn

- Through what venue or process may stakeholders offer us feedback on our decision or action?
- Is there a future opportunity for us to revisit or reflect on this decision, including what went well, what could have gone better, and how we might proceed differently in the future?

For additional support contact clinical ethics
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