Ethical Decision Making Framework
The YODA Model

A Principle Based Framework/Process for Ethical Decision Making
Steps for Thinking through an Ethical Issue
YOU OBSERVE DELIBERATE ACT

**OBSERVE**

- **Identify the Problem**
  What is causing the uneasiness?
  Speak with your manager, direct supervisor and/or physician.

- **Acknowledge Feelings**
  What are your intuitions?
  What does your conscious tell you?

- **Gather the Facts**
  Separate legal, clinical and ethical facts.
  Review professional standards, relevant legal information and hospital policies.
  Who else needs to be involved?

**DELIBERATE**

- **Consider Alternatives**
  List the benefits and risks of each alternative.
  Have any new alternatives come to light?

- **Examine Values**
  What are the relevant values of each stakeholder?
  Example: respect, teamwork, compassion and social responsibility
Evaluate Alternatives

- Which ethics principles are operative?
- Examples: respect autonomy, do no harm, foster good for the patient and promote social justice

ACT

- Articulate the Decision
- Which alternative best reflects the values and principles?

- Implement the Plan
- How will the decision be documented and communicated?
- Who needs to act? Follow up?

- Perform a Concluding Review
- How can we do things differently in future similar cases?
- What additional resources and/or training would be useful?