



Ethical Decision-Making Worksheet

A model of ethical decision-making is simply a guide to sorting through the complexity of a situation and an aid in determining the best course of action that one could take in that situation. Those providing recovery support services ask three questions to guide their decision-making.

Step One: Who is vulnerable for harm in this situation and what is the degree of such harm?

Vulnerable Party	Significant Risk of Harm (√)	Moderate Risk of Harm (√)	Minimal Risk of Harm (√)
Individual/Family Being Served			
Recovery Coach			
Service Organization			
Recovery Support Services Field			
Image of Recovery Community			
Community at Large			

Step Two: What core recovery values apply to this situation and what action would they suggest be taken?

- Gratitude & Service (Carry hope to individuals, families and communities).
- Recovery (All service hinges on personal recovery).
- Use of Self (Know thyself; Be the face of recovery; Tell your story).
- Capability (Improve yourself; Give your best).
- Honesty (Tell the truth; Separate fact from opinion; When wrong, admit it).
- Authenticity of Voice (Accurately represent your recovery experience and role).
- Credibility (Walk what you talk).
- Fidelity (Keep your promises).
- Humility (Work within the limitations of your experience and role).
- Loyalty (Don't give up; Offer multiple chances).
- Hope (Offer living proof; Focus on the positive).

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Step Two (continued): What core recovery values apply to this situation and what action would they suggest be taken?

___ Dignity and Respect (Express compassion; Accept imperfection; Honor potential).

___ Tolerance ("The roads to recovery are many.")(Wilson, 1944)

___ Autonomy & Choice (Recovery is voluntary; it must be chosen).

___ Discretion (Respect privacy; don't gossip).

___ Protection (Do no harm to and protect self and others; Avoid conflicts of interest).

___ Advocacy (Challenge injustice; be a voice for the voiceless; empower others).

___ Stewardship (Use resources wisely).

Step Three: What laws, standards or historical practices could guide our conduct in this situation?

Step Four: Where risk of injury is great to multiple parties, document:

What I considered:

Who I consulted:

What I decided and did:

The outcome of the decisions I made and actions I took:

