IDENTIFY A DECISION DILEMMA

1. Identify a Decision Dilemma

- **Decision Dilemma Tool**
- **Breach of Core Values**
  Universal human values that could include respect, acceptance, truth/trust, acting with integrity, empathy, transparency, and embracing differences in perspectives or cultures.
- **Unequal Impact on Stakeholders or Stakeholder Relationships**
  A decision dilemma is usually one in which several courses of action are possible. Either one stakeholder or multiple stakeholders will be affected. The relationships can be affected in the present or over time.
- **No Clear Choice**
  It is not clear what choice to make. All possible options cannot provide a satisfactory outcome to all those affected by the decision or actions taken.

2. Exploring a Decision Dilemma

- **Thinking About Me**
  What are my values? How do they influence this decision?
- **Thinking About Patients**
  How will patients be affected by my choice now and in the future?
- **Thinking About Community/Society**
  How will my decision affect the relationship between UCB and community/society?

3. Engage Colleagues in Conversation to Resolve Dilemmas

- **Engage Colleagues in Conversation to Resolve Dilemmas**
  Build trustful relationships by engaging in transparent conversations with colleagues to explore stakeholder perspectives.

Decision-making should include considering how the consequences of a decision could change over time given the dynamic nature of our stakeholders and environment progress and evolve.

Visit the Decision Dilemma Tool Plaza site for additional resources and guidance, including contact information for Coaches who are available to support your use of the Tool.

**Inspired by patients.**
**Driven by science.**