

A Personal Calling Statement: Purpose, Core Values and Vision

An Ethical Decision Framework
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	Questions to ask.	Possible tools	Meta-Principles
Step 1: Explore the issue	What do you know? What do you need to know? (Steele, 2007)		Prayer - both personal as well as outside covering (Willard). Is there someone interceding? Should you be fasting? Scripture – Is the whole process permeated by the Word of God? Is there openness and an attitude of a servant and learner? Is this decision being made upon a foundation of a solid rule of life? (Scazerro)
	What are the facts?		
	What are the deep issues? At an emotional level? At a spiritual level?		
Step 2: Explore your values	What values of yours play into the issue?		
	How are they prioritized?		
	Is there someone who could help you explore your values? Your spouse? Your accountability partner? Your mentor?		
	“What principles strongly guide my life?” (Milco, p. 20)		
	“What theological framework am I working from?” (Milco, p. 20)		
Step 3 Explore other stakeholder values	How does my personality play into the issue? (Milco, p. 20) (Badaracco)	Cox’s Stakeholder Analysis (see below)	
	Who are the stakeholders? (Proverbs 11:25)		
	What are their values?		
	What are their interests?		
	What is their influence?		
	To what level should they be involved in this process?		
	Have they been heard? Do they <i>feel</i> that they have been heard?		
	What if the roles were reversed? How would I feel if I were in the shoes of one of the stakeholders? (Steele)		
	What is the common ground?		
Are there competing values?			
Step 4: Explore the boundaries and barriers	How far does your authority reach in this context?	Legal counsel	
	What are the legal issues and repercussions? (Badaracco, pp. 31-34)	Policy manual	
	What organizational policies need to be considered?		
	What sort of precedent may have been set?		
	What are the barriers to you making a wise ethical decision?	Confession	
	How is your ego involved in this? (1 John 2:16)		
	How are the desires of the flesh involved? (1 John 2:16)		
	How is the lust of the eyes involved? (1 John 2:16)		
	Are you working from a clean heart? Is there sin that needs to be confessed? (James 5:16) (Willard, p. 187)		
Are you leading out with altruistic motives? (Beck, 2007) (Willard, p. 182)			
Step 5: Explore wise counsel	Has significant, impartial and wise counsel been sought and received?	Consult wise people	
	Have diverse perspectives been heard?		
	What does your spouse think? Mentor? Accountability partner?		
	Could your board be used as a sounding board?		
	Are you truly open to receiving wise counsel? If not, what is		

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	blocking it?		
Step 6: Explore the options	Has every possible creative option been considered?	A creative and wise friend	
	Is there a creative and wise person who could help you come up with additional options?		
	What are the possible consequences of my actions? Short term? Long term? (Steele)		
	Have you visualized or articulated how each scenario could potentially play out?	SWOT	
	Have you done a SWOT or similar exercise with each option and compared the results?		
	Do you have the necessary resources? Can you get them?		
	What are the cost/benefit ratios?		
	Which option(s) produces the greatest social value as well as economic value?		
	How does each option align with your organizational vision or personal vision?		
	How much wiggle room would you have with each option? (Badaracco, p. 81)		
	Which values align with which options?		
Can you ground the various options in solid scriptural principles?			
Step 7: Decide	Have you adequately worked through the issues presented in these questions?		
	When does the decision need to be made? Have you taken all the time you need?		
	Have you had a chance to quiet your spirit and simply be silent with God? If God were to speak to you in a gentle whisper, would you be able to hear Him? (Willard)		
	Are you able to sleep on it and return to it another day?		
	Do you have what is necessary to implement your decision? Financial? Personnel? Infrastructure? Support of influential stakeholders?		
	What does your gut say?		
Step 8: Evaluate the results – Post-	Have you been able to sleep peacefully? (Badaracco, pp. 41ff)		
	How has the decision played out according to how you saw it happening in your mind? How has it been different?		
	What do you feel you did well during the process?		
	What would you do differently next time?		
	What is one nugget of wisdom you learned through the process?		

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