

Covenant Health

Mission Discernment Template

Discernment Pathway



1. Determine the **need**
2. Define the **issue(s)**
3. Acknowledge **reactions**
4. Clarify the **facts**
5. Identify **stakeholders**
6. Weigh options against **values**
7. Propose **alternatives**
8. Make a **decision**
9. Implement and **document**
10. Revisit and **review**

Outline the decision that needs to be made, providing background and context (two to three paragraphs)

1. Is a discernment required? Yes No

Please refer to the colour coded trigger matrix in the user's guide. Review related discernments or other operational business cases that may apply.

Colour status

- Call us to stop *Red*
- Call us to slow down *Yellow*
- Call us to proceed with confidence *Green*

Other related discernments, analyses or briefing notes that provide a perspective on this issue:

2. What is the issue or issues before the group?

Key issue:

Secondary issue(s):

Relationship between issues:

3. Acknowledge reactions and intuitive input:

What strong reactions, either positive or negative, need to be acknowledged?

Are there any identified conflicts of interest that need to be owned and managed?

4. What are the key facts?

What do we know about this issue?

What do we still need to ascertain?

What remains merely rumour or perception?

5. Who do we need to be consulting on this issue?

Who are the identified stakeholders?

What significant information was identified among key stakeholders?

What specific articles of the Health Ethics Guide apply, if any?

Who is ultimately accountable for this decision?

6. Identify options and weigh against Covenant Health values:

Options:

Compassion
Collaboration
Stewardship
Social Justice
Respect
Integrity

What value(s) tends to weighted more in this decision? Please briefly explain:

Is there a value that trumps all?

7. Explore other alternative courses of action

Have we missed anything?

What questions remain?

8. Make a decision

State clearly what the decision is, and any other relevant background information not already noted.

9. Implement and document

Implementation plan:

Communication plan:

Contingency plan, if any:

10. Review and revisit

Is there a review required? By when? By whom?

Any additional key learning identified?

Addendum notes and date: