



Ethical Decision Challenge™

TEAM DEVELOPMENT

Help teams recognize and resolve ethical dilemmas

Unlock the secret
of synergy while
promoting awareness
of ethical principles.

WHAT IS THE ETHICAL DECISION CHALLENGE?

Developed by Dr. Robert A. Cooke, the *Ethical Decision Challenge* provides participants with an opportunity to practice their skills in both ethical analysis and in group decision making. Specifically, the exercise challenges participants to rank ten biomedical and behavioral research practices—all of which involve human subjects—in terms of their relative permissibility and acceptability.

HOW DOES THE ETHICAL DECISION CHALLENGE WORK?

Solutions to the *Ethical Decision Challenge* are developed first on an individual basis and then as a group. Individual and team solutions are then compared to an expert solution based on the decisions of more than 800 Institutional Review Board (IRB) members who are responsible for reviewing proposals for research involving human subjects. Comparisons between individual solutions and the experts' solution indicate how well participants tapped their knowledge, experience, and skills with respect to ethical analysis and complex problem solving.

Comparisons between participants' individual scores and their team's score indicate whether they were able to achieve synergy by fully using and building on the collective knowledge and skills of team members.

The exercise takes approximately 1¼ to 3 hours to complete, including scoring and debriefing.

APPLICATIONS

The *Ethical Decision Challenge* can be used as an icebreaker, overview, central activity, wrap-up or summary activity, pre-test/post-test, or follow-up activity for programs focusing on:

- Decision making
- Ethics and social responsibility
- Team building

Additionally, the exercise can be used as a basis for:

- Reviewing organizational values, philosophies, and principles
- Examining employee and customer service policies
- Developing customer service and sales representatives

WHO SHOULD EXPERIENCE THE ETHICAL DECISION CHALLENGE?

The *Ethical Decision Challenge* is appropriate for managers, supervisors, members of decision making teams, professionals in research, human services, and educational institutions, and anyone who is responsible for making decisions.

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