

Facilitating Choice Making

Supporting others to make choices that matter to them, without your own values getting in the way, can be tricky. To accomplish this, we must know and honor what's important to the person and brainstorm options.

This tool is designed to guide conversations; it is not just a form to complete. As facilitators, we slow the conversation, avoid jumping to "a fix," and engage in meaningful discovery with the person and people who are important to them. Remember that as facilitators, we are supporters, not "enforcers" or decision makers.

Step One

Learn about the situation: what's important to/for the person about the situation?

Describe the situation/decision (i.e. returning to work during COVID outbreak). What about the choice is important to the person? What matters about the activity or choice (i.e. friends at work, making money). What about this particular activity or choice is important for the person? What risks are *others* concerned about?

What is the situation/choice:	
Important TO the person:	Important FOR the person (What risks do WE worry about?)
What else do we need to learn or know?	

Step Two

Options: Generate a list of different options/possible solutions (No option is off the table).

For each of these options, brainstorm how the person can have what is important to them
Then list what works/Doesn't work about each of those options/possible solutions.

Option	What works (Pros)	What doesn't work (Cons / Risks)
What else do we need to learn or know?		

Step Three

Limiting Risks: how could we manage for the downsides or risks?

List the choices/solutions the person would like to explore further. List at least 3 options/possible solutions. All choices have risks. What would be the least risky way to do what's important to the person?

1. Option /Downside / Risk	Ways to limit risk (ex: mask, cues, learning, technology, etc.)
2. Option /Downside / Risk	Ways to limit risk (ex: mask, cues, learning, technology, etc.)
3. Option /Downside / Risk	Ways to limit risk (ex: mask, cues, learning, technology, etc.)

Step Four: Learning More

What else do we need (or want) to learn to make a good decision?

Who else do we want to talk to about this?

What supports might the person need from others? Are there additional Resources needed?

Step Five: Review & Decide!

After learning more, is there anything to add to #2 and #3 above?

After reviewing the choices and risks, what choice feels right to the person?

What additional supports does the person want from others?