

National **BETA**



Being *Better* Betas

Student Worksheets

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Clemson University STAR

Decision-Making Model

When confronted with an ethical dilemma, use the STAR Decision-Making Model for help in determining a solution:

S = Stop

Take the time to recognize the ethical problem and all of the issues surrounding and contributing to the problem. Identify the stakeholders (those affected by the problem) and the impact the issue has on them. Develop at least three solutions to the problem.

T = Test

For each potential solution, use at least three of the following tests. For maximum effectiveness, it is best to use all of the tests.

Harm Test – *Does this option do less harm than the alternatives?*

Legality Test – *Is this option legal?*

Precedent Test – *Does this option set a precedent, which, while the outcome in this fact pattern may not be problematic, would create a dramatically different outcome in another fact pattern?*

Respect Test – *What would someone you respect or hold in high regard say if he or she learned of this option?*

Golden Rule Test – *Would I still think the choice of this option good if I were one of those adversely affected by it? How would I want to be treated?*

Peer or Colleague Test – *What do my peers or colleagues say when I describe my problem and suggest this option as my solution?*

A = Act

Using these tests as a lens to gain insight into your dilemma, make a decision and act upon that decision.

R = Reflect

Now that you've made a decision, take responsibility and own the decision. Pause to reconcile the solution with anticipated outcomes and reflect on what you've learned from the process. If necessary, adapt and modify your decision to secure the most positive results possible.

Introduction and What is Ethics?

Guided Notes

When you hear the word “ethics,” what pops into your mind? Ethics is the study of how we make _____.

An ethical _____ is a problem or situation that requires a person or organization to choose between solutions that must be evaluated as right (ethical) or wrong (unethical).

Ethical dilemmas are situations that present an issue where there doesn't seem to be a clear _____ or _____.

We can use the STAR Decision-Making Model as a tool to make ethical decisions when facing dilemmas. The four steps of the STAR Model are:

S: _____
T: _____
A: _____
R: _____

Personal Reflection

1. Write a one-sentence definition of the word “ethics.”
2. Think about a time when you had to make a tough decision, but the right answer wasn't immediately clear. What did you do? Did you ask for advice, or did you follow your gut?
In your own words, why is it important to make good decisions?

Case Study

You're in your junior year at East High School, working on a group project for your Advanced English class with three classmates: Alex, Taylor, and Jamie. The project is due in two days and counts for 30% of your final grade. Everyone is feeling the pressure, but for different reasons. During a late-night study session at Taylor's house, the group reaches a breaking point.

Alex, who has struggled with his grades all semester due to his increased responsibility within his family's business, pulls out a well-written report they found online and says, "We could use this. No one will know, and it'll save us a ton of time. We can just tweak it enough to make it look like ours."

You feel uneasy. You know the dangers of cheating: suspension, a failing grade, and a permanent mark on your record. But Alex argues, "I need to pass this project, or I'm failing the class. I can't afford to repeat junior year. My family is counting on me to graduate next year so I can help run the family business full-time. They can't do it without me."

Taylor, who usually does well academically, chimes in, "Honestly, I need this grade too. I've already got early acceptance into the State University, and I need to maintain a B average. This project has to get done well so I don't have to make other plans for college." Taylor sees this as a way to preserve their mental health and focus on their future.

Jamie, who is usually the most honest, hesitates before saying, "Look, I'm on an academic scholarship for cross-country, and if I lose this, I can kiss my dream of running in college goodbye. I don't like this either, but I can't take a hit to my GPA. I can't lose my future over one project."

The pressure builds as all eyes turn to you. You've worked hard to build a reputation as a leader and an ethical student. You know the potential fallout for cheating is disastrous for everyone involved, but you also know that rejecting the plan could isolate you from the group and damage the friendships you've made.

Practice: What makes this scenario an ethical dilemma and why?

STAR Decision-Making Model:

STOP

Guided Notes

The first step in the Clemson University STAR Decision-Making Model is Stop. There are three components to the Stop step of the STAR Model:

1. Recognize the _____. Think about what's going wrong in the situation. Why does it make you feel uneasy or uncertain?
2. Identify the _____. Who are all the people affected by the dilemma? Who will be impacted by your decision?
3. Brainstorm a minimum of _____ to the dilemma by creating an exhaustive list of different actions you could take. What are the _____ and _____ ways you could try to resolve the issue?

Personal Reflection

1. Think about a time when you had to pause and consider whether something was right or wrong. What helped you recognize the ethical issue in that situation? What signs or feelings made you stop and think?
2. Recall a decision you made recently that impacted others. Who were the stakeholders, and how did your decision affect them? Who was impacted by your choice? How did they react?
3. Describe a situation where you brainstormed different ways to handle a problem. How did considering multiple solutions help you make a better decision? What were the solutions, and how did weighing them change your approach?

Case Study

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Practice: List the ethical issues and stakeholders present in the case study. What are a minimum of three solutions you have to this situation? Try to come up with more solutions as time permits.

Ethical Issues	Stakeholders

At Least Three Possible Solutions:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

STAR Decision-Making Model:

TEST

Guided Notes

The second step in the STAR Decision-Making Model is _____.

The STAR Model offers six _____ for you to think through:

The _____ Test: Does this solution do more _____ than the other solutions?

Example: If I confront my friend about lying, will this solution do less harm than the alternative solutions I have come up with?

The _____ Test: Is this solution _____?

Example: Am I allowed to do this according to the law or school rules?

The _____ Test: Does this solution set a good _____?

Example: If I let bad behavior go unnoticed, would this create a problematic situation in the future?

The _____ Test: What would someone you hold in high regard _____ if they learned about this potential solution?

Example: Would my teacher, parent, or coach approve of my decision?

The _____ Test: Is this a good solution if I were adversely affected by it?

Example: If the solution I am consider creates a disadvantages another person, would that person think this was a fair solution?

The _____ Test: What would my _____ say when I describe my problem and suggest this as my solution?

Example: If I shared this solution with a close friend who had my best interests at heart, would he or she agree that is a good solution?

You should run any solution through at least _____ of these ethical tests, but it is best to use _____ tests.

Personal Reflection

1. Can you think of a time when you asked yourself one of the questions in the ethical tests before? If so, which question and why did you ask it?
2. How do you think that question helped you make your decision?
3. Who would you ask to help you resolve the Respect Test? What about the Peer or Colleague Test?

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Practice: Use a decision matrix to compare at least three of your proposed solutions across at least three ethical tests.

	Harm	Legality	Precedent	Respect	Golden Rule	Peer or Colleague
Solution 1						
Solution 2						
Solution 3						
Solution 4						
Solution 5						

STAR Decision-Making Model:

REFLECT

Guided Notes

The third step in the Clemson University STAR Decision-Making Model is _____.

We can use the _____ as a lens to gain insight into a dilemma, then decide which _____ we will pursue, and act upon that decision.

The last step in the Clemson University STAR Decision-Making Model is _____.

In the Reflect step, you should:

- Take _____ for the outcomes of your decision.
- Pause to reconcile what you expected to happen with what the _____ were.
- Reflect on what you've _____ from the process.
- _____ and modify your decision-making skills to achieve the most positive results possible in the future.

Personal Reflection

1. What could go wrong if someone fails to follow through with the action they have chosen to take?
2. When has reflection helped you to improve in another aspect of your life?

Case Study

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Practice: In thinking through your chosen solution, refer to your list of stakeholders and determine which of them may still be negatively impacted. How would you address the consequences that this stakeholder may face moving forward?

STAR Decision-Making Model:

Ethical Dilemmas in Action

Guided Notes

The case study will be outlined in the video and below.

What is the ethical dilemma?

You have accidentally _____ while driving your parents' vehicle. The repair for the car could cost thousands, and your parents have been clear that an accident you caused would mean _____ and would require you to cover the costs of repairs and the increase in car insurance. If you don't report it, you know there are _____ in the area, but it's unclear whether they've captured the incident. In that case, leaving the scene could lead to criminal charges for _____ if you're caught. If you do report the accident, though, the costs could dramatically reduce your college savings that you have worked hard to grow. In this situation, you, your family, your neighbor, and your community have a lot to lose. What would you do?

Who are some stakeholders?

Your _____, who could suffer financially if they don't know who caused the damage.
Your _____, who may face higher insurance costs.
_____, as your future financial stability and driving privileges are at risk.
_____, which relies on honesty and accountability to function well.

What are three possible solutions?

_____ and take full legal and financial responsibility.
_____ to the authorities anonymously.
_____, hoping the cameras didn't capture the incident and no one finds out.

Fill in the decision matrix for the scenario below.

	Legality	Golden Rule	Precedent	Harm
Tell Your Neighbor				
Report Anonymously				
Ignore the Situation				

Which solution does the video suggest you should act out?

- A) Solution 1
- B) Solution 2
- C) Solution 3

What are some questions that would help you reflect on the outcomes of this dilemma:

Did taking _____ help you grow?
 Did you maintain your integrity while facing the _____?
 What are your next steps to work toward _____ after paying the increased _____ or _____?

Personal Reflection

1. What types of ethical dilemmas do you think you might encounter in the future?
2. Which step of the STAR Model do you think would be the hardest to put into practice? Why?