

The FAIR Framework™

Use this framework to make decisions that are legitimate, explainable, and defensible.

F

FACTS

What do we objectively know?

- Role requirements
- Request or issue
- Performance history
- Relevant context
- Operational realities

A

APPLICABLE STANDARD

What should guide the decision?

- Policy
- Role expectations
- Business need
- Team norms
- Performance standards

I

IMPACT

What effect will this have individually and /or operationally?

- Employee experience
- Team morale
- Workflow
- Coverage
- Customer/service impact
- Safety or risk

R

R- REASONING

Can the decision be defended?

- Is it legitimate?
- Is it explainable?
- Is it consistent with comparable situations?
- Could I clearly communicate why this decision was made?

The guiding principle:

“FAIR” is not identical outcomes.

“FAIR” is a consistent, defensible decision-making process.



Terese Advisory
Stronger Leaders. Stronger Business.