
THE FOUR-COLUMN DISCERNMENT GUIDE

A practical framework for slowing down, examining the evidence, and responding with wisdom rather than assumptions.

01 FACTS

What do I know and what can I verify?

Record observable actions, dates, words, or documents. Separate direct observation from secondhand information.

02 INTERPRETATIONS

What do I believe the facts may mean?

Identify your current understanding without presenting motives, conclusions, or suspicions as established facts.

03 ALTERNATIVES

What else could reasonably explain the situation?

Consider ordinary mistakes, incomplete information, differing expectations, or other explanations supported by the record.

04 UNKNOWNNS

What information or clarification is still needed?

Name the questions that remain open and decide whether further information is necessary before acting.

KINGDOM REFLECTION

Discernment is not the same as suspicion. Ask: What response would reflect truthfulness, fairness, wisdom, patience, and restraint?

A guide for personal reflection, not a finding of workplace wrongdoing.

FOUR-COLUMN DISCERNMENT WORKSHEET

Situation / reference: _____

Date: _____ Review date: _____

1. FACTS

What can I verify?

2. INTERPRETATIONS

What might this mean?

3. ALTERNATIVES

What else could explain it?

4. UNKNOWNNS

What information is missing?

PROPORTIONATE NEXT STEP

What action, if any, is justified by the evidence currently available?