



Between the Lines

The Inside Story

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Were you ever accused of being Judgmental?...

Being judgmental is a way of making one's self feel better; however, it's always at someone else's expense and it describes someone who often rushes to judgment without reason and facts. Oddly enough, people with good judgment are not usually considered judgmental.

Giving the benefit of the doubt to another person is part of your job as a manager. When conducting a hearing or when at a meeting or having a discussion and other people are explaining circumstances surrounding an issue, don't be swayed by their opinion, draw your own conclusions. You cannot assume that everything is "cut and dry. Look for that little bit of doubt before you decide that something is absolutely, without question, certain just because someone said it was. Please don't have a judgmental approach. Dissect; dig into the facts peel back the onion. Don't rush to a decision; think safety first, remove the person from service, cover the work and take time to prepare for your decision. Check the persons past history and do a complete investigation, put the file in front of you and talk to others involved.

"Every decision you make that will affect a person's life and family deserves your full and thorough attention; here there are no shortcuts."

**Fifteenth Commandment:
Exercising judgment does not mean being judgmental,
critical or condemning.**