



Exercise: Evaluating Judgments

The way we feel about or react to individuals in the workplace is impacted by our explanations of their behaviour. When it comes to ourselves, we are much more likely to find external explanations for negative behaviour and internal explanations for positive behaviour.

Consider the following examples:

If I trip while walking across the office, I say “the carpet was wrinkled”. If I win an award, I assume it’s because I worked hard.

If I raise my voice in a meeting, I believe it’s because I have had to tolerate too much ineptitude to remain calm.

But, when explaining others’ behaviour, we tend to do the opposite.....

If I see someone else trip on the office floor, I say “they are clumsy”. If someone else wins an award, I assume it’s because they were lucky.

If someone else raises their voice in a meeting, I believe it’s because they can’t handle pressure.

Spend the day being aware of your automatic assumptions related to other people’s behaviour. Stop and evaluate your judgments, working toward finding external causes for any negative behaviour they may exhibit.