



Weekly Character Challenge

JUSTICE

equitable ▪ even-handed ▪ fair ▪ proportionate ▪ socially responsible

strives to ensure individuals are treated fairly and that consequences are commensurate with contributions; remains objective when making decisions; provides opportunities for others to give input on processes/procedures; provides explanations for decisions; seeks to redress wrongdoings

MORNING

AFTERNOON

M

Think of someone you know who is going above and beyond. Get them a small gift or form of recognition – go beyond what you usually do in your work/ friendship to show them that you see their effort.

Consider the current distribution of rewards among your team members. Are there some high performers you might be overlooking in favor of mentoring those with more development opportunities? How can you better reward and recognize them?

T

If you find yourself in the middle of a dispute today, try to take an objective view of the situation before you form a final opinion.

Learn about a need in your organization or community. Who are the marginalized groups? What issues is the local government facing? What initiatives are already happening to help improve work/life for others? Think of something you can do or take part in an existing event to help support someone else.

W

One element of justice is being even-handed (i.e., being impartial). Try becoming more aware of your partiality by googling common cognitive biases. Writing down at least 10 biases, their definition, and list 1-2 examples of when you've noticed yourself acting on each.

Fair isn't always equal. The next time you have to make a tough decision between two (or more) people, write down your rationale and be prepared to answer questions for why you made the decision that you did.

T

Take some time today to learn about using more inclusive language at work. For example, you can learn about gender pronouns if that is an area you are unfamiliar with. Think about areas of work where you can use more inclusive language (e.g., in the salutations of your emails).

When you make decisions during a meeting today, explain the reasoning behind them so others understand your thought process as well.

F

If you're having a team meeting today, make a point to ask others for their input, especially if making any important decisions that may affect everyone. You can pause after a discussion and ask the group, "Does anyone have any questions, comments, or suggestions?" If someone hasn't spoken in a while you can also ask them directly if they have any thoughts they'd like to share.

Part of justice is being proportionate and ensuring that consequences correspond to contributions. This could also include responding appropriately to different circumstances in your life. Are you reacting in a proportional way to difficult or exciting situations? Are you over- or under-reacting? How might others feel when you react disproportionately?