

THE INVESTIGATOR’S BALANCE · RESOURCE 3 OF 7

Impartiality Self-Assessment

Impartiality is not detachment — it is consistent standards, managed conflicts, and evidence-weighted judgment. Rate yourself honestly for the current matter, then act on the low marks.

How to use this: For each statement, check how consistently it is true for **this** investigation. Any “Rarely” — or a cluster of “Sometimes” — is a signal to pause, adjust, or seek a second reviewer before you proceed.

FOR THIS MATTER...	CONSISTENTLY	SOMETIMES	RARELY
I am applying the same credibility standard to every party.	☐	☐	☐
I let each person give a full account before I test it.	☐	☐	☐
I separate what was said from what the evidence establishes.	☐	☐	☐
I have actively looked for evidence that cuts against my early read.	☐	☐	☐
I have tested at least one alternative explanation.	☐	☐	☐
My questions are not noticeably harder for one side than another.	☐	☐	☐
I have not formed a credibility conclusion before gathering evidence.	☐	☐	☐
I document uncertainty rather than smoothing it over.	☐	☐	☐
My word choice stays neutral, not advocacy-driven.	☐	☐	☐
I have named any relationship or stake that could affect my judgment.	☐	☐	☐
I can trace each tentative conclusion to specific evidence.	☐	☐	☐
I would be comfortable if a neutral reviewer read my file today.	☐	☐	☐

WHERE AM I MOST AT RISK OF PARTIALITY ON THIS MATTER — AND WHAT WILL I CHANGE?

Impartiality is a discipline you practice, not a trait you assume.

Dr. Marquita M. Booker, Esq. | By-The-Book Workplace Investigations | Human-Centered, Fact-Focused Companion Hub

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