

THE INVESTIGATOR'S BALANCE · RESOURCE 4 OF 7

Internal Investigator Blind-Spot Checklist

Partiality rarely announces itself. It shows up as observable habits — especially when you investigate people you know. Check any that are present, then use the guidance below.

How to use this: Check every item you notice in yourself on this matter. Checking even one is normal — it is a prompt to correct course, not a verdict on your integrity.

A Relationship & Role Blind Spots

WHO YOU KNOW

- ☐ I have a prior or ongoing relationship with a party (manager, peer, friend, mentor).
- ☐ I have a stake in the outcome, or in how a party is perceived.
- ☐ I have taken a prior public or internal position on this issue.
- ☐ I report to, or am close to, someone with an interest in the result.
- ☐ I feel strong protectiveness toward, or alignment with, one party.

B Process & Reasoning Blind Spots

HOW YOU ARE WORKING

- ☐ My questions are noticeably harder or softer for one side.
- ☐ I formed a credibility judgment before gathering the evidence.
- ☐ I am corroborating one account more thoroughly than the other.
- ☐ I apply a stricter test for contradictions to one party.
- ☐ I am reluctant to document uncertainty or inconvenient facts.
- ☐ I find myself protecting a tidy narrative rather than testing it.

If you checked any box, do this

CORRECT COURSE

- ☐ Name the blind spot in writing and how you will counter it.
- ☐ Re-balance: apply the same questions, corroboration, and contradiction tests to all parties.
- ☐ Add a neutral second reviewer, or escalate per the Recusal Decision Guide.
- ☐ Document the issue and your mitigation in the file.

NOTES — BLIND SPOTS IDENTIFIED AND MITIGATION TAKEN

Naming a blind spot is not a weakness in the investigation. Ignoring it is.

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

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