

**UWM Division of Student Affairs
Supervisor Leadership Development Program**

“Exercises Good Judgment”

Guidelines / Clarification of Meaning

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Exercises good judgment is a leadership core competency that has been deemed one of the most important and is related to many of the other competencies. The following has been created by the program planning group as a guide to its meaning and application at UWM:

Exercising good judgment requires clear thinking and reflection. A “good” decision or action is one that carefully weighs multiple elements and is congruent with the Division’s Values. Our values emphasize caring, so look for a win /win if at all possible.

Key elements to consider:

- University and Division policies and procedures.
- Applicable laws.
- Related strategic goals, assignments, priorities.
- Needs of the department and wider staff.
- Needs of the individual(s).

Effective process includes:

- Do the work of information gathering and analysis.
- Ask for input. Ask for guidance.
- Reflect honestly on personal experiences, preferences, biases.
- Consider the options, including weighing risks and impacts.
- Make the decision and communicate it clearly, including reasons.
- Implement and be open to adjustment.
- Explore lessons learned to deepen knowledge and understanding.