

Consistency in Personnel Actions

Management Professionalism: *In today's litigious society it is essential that all personnel actions from screening interviews, to hiring, to providing opportunities for training and promotion, to counseling, disciplining, and terminating be consistent, fair, and professional.*

A primary responsibility of all managers is to know and fairly apply all Personnel Standards, Policies, and Procedures. You must also have a detached and professional manner in all personnel actions. You cannot allow personal considerations, such as likes or dislikes, to influence the employment and advancement decisions you make.

Suggested Discussion Topics or Questions

What problems may arise if...

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- Other

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Take Away: Consistency and fairness are basic requirements of personnel actions. Without them the club is opening itself up to legal and liability actions.

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Teachable Moments