

Evaluate

Ways of de-emphasising this voice:

1. Give your evaluation a lighter touch: identify the key considerations that need attention rather than verbalising all the pros and cons yourself (which can make you come across as slow and pedantic).
2. Solicit feedback on how it sounds to others when you think you're giving an evaluation. If others tend to feel that you are criticising people personally, take steps to make your language more objective and your tone more neutral.
3. Those for whom evaluating comes easily often have quick minds that process multiple considerations faster than others can. Hold back. Leave more room for others to contribute to the evaluation. Being involved in the assessment tends to make people more committed to the outcome.
4. Review the items on your agenda or to-do list. Differentiate between those which really need a thorough well-balanced evaluation and those simpler, more routine items where a less painstaking approach will be good enough.
5. Listen for negativity in your language (and watch for its effects when others perceive it). It is easy for the evaluating voice to focus too heavily on problems, obstacles and reasons why not. Seek to balance this tendency by verbalising – or inviting others to verbalise – the opportunities and possibilities which might be considered.