



שמות י"ח:י"ד-כ"ד

וַיֵּרָא חֹתֵן מֹשֶׁה אֶת כָּל־אֲשֶׁר־הוּא עֹשֶׂה לָעָם וַיֹּאמֶר מֶה־הַדָּבָר הַזֶּה אֲשֶׁר אַתָּה עֹשֶׂה לָעָם מִדּוּעַ אַתָּה יּוֹשֵׁב לְבַדְּךָ וְכָל־הָעָם נֹצֵב עָלֶיךָ מִן־בֹּקֶר עַד־עֶרֶב:
וַיֹּאמֶר מֹשֶׁה לְחֹתֵנוּ כִּי־יָבֹא אֵלַי הָעָם לְדָרֹשׁ אֱלֹקִים: כִּי־יִהְיֶה לָהֶם דָּבָר בָּא אֵלַי וְשִׁפְטֹתִי בֵּין אִישׁ וּבֵין רֵעֵהוּ וְהוֹדַעְתִּי אֶת־חֻקֵּי הָאֱלֹקִים וְאֶת־תּוֹרֹתָיו: וַיֹּאמֶר חֹתֵן מֹשֶׁה אֵלָיו לֹא־טוֹב הַדָּבָר אֲשֶׁר אַתָּה עֹשֶׂה: נָכַל תִּבֹּל גַּם־אַתָּה גַּם־הָעָם הַזֶּה אֲשֶׁר עִמָּךְ כִּי־תִבְדּוּ מִמֶּךָ הַדָּבָר לֹא־תוּכַל עֲשֹׂהוּ לְבַדְּךָ:

ספורנו על שמות י"ח:כ"ב:ב

ונשאו אתך כמה שתצטרך להיות אתה בעצמך הם יעזרוך, כענין ללמד דעת את העם אחר ששמעו מפידך, כמו שהזכירו כסדר משנה:

רשב"ם על שמות י"ח:כ"ג:ג

וגם כל העם הזה - הנצב עליך מן הבקר ועד הערב יבא מהרה איש איש אל ביתו בשלום.

Exodus 18:14-24

But when Moses' father-in-law saw how much he had to do for the people, he said, "What is this thing that you are doing to the people? Why do you act alone, while all the people stand about you from morning until evening?" Moses replied to his father-in-law, "It is because the people come to me to inquire of God. When they have a dispute, it comes before me, and I decide between one person and another, and I make known the laws and teachings of God." But Moses' father-in-law said to him, "The thing you are doing is not right; you will surely wear yourself out, and these people as well. For the task is too heavy for you; you cannot do it alone.

Sforno on Exodus 18:22:2

ונשאו אתך, they will give you the chance to give your full attention to those problems that are complicated by sharing the burden of leadership with you. They will also dispense knowledge to the people.

Rashbam on Exodus 18:23:3

וגם כל העם הזה, וגם כל העם הזה, יבא בשלום, will each be able to go home in short order.

"Moses preferred strict justice to peace. He was not a man to compromise or mediate. In addition, as the greatest of the prophets, he knew almost instantly which of the parties before him was innocent and which guilty; who had right on his side and who did not. It was therefore impossible for him to mediate, since this is only permitted before the judge has reached a verdict, which in Moses' case was almost immediately."

-The Lord Rabbi Jonathan Sacks

Let's Talk!

What was not working with Moshe's system of judgement?

What suggestions did Yitro make to change things?

Why do you think having a new point of view is helpful?

Why is it important for leaders to share responsibility with a leadership team?

What was different about Moshe as a judge? How do you think that felt for the people being judged?

Kids...ask your parents!

When have you needed help from getting another perspective?



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