



Looking at **UNCONSCIOUS**

BIAS

PARTICIPANT WORKBOOK

QUESTION & ANSWER WORKSHEET

Use with **Implicit Bias** course videos and simulations.

During the course, there are several videos and simulations that ask you to write down answers in your workbook that correspond with the videos that you watch. Use the next few pages to reflect on the course and the answers and then refer back to your workbook as you continue to work on this topic going forward. See if your ideas and attitudes have changed.

VIDEO 1 - CHALLENGE ASSUMPTIONS

Watch Video and use this section with corresponding simulation.

What messages, if any, in Video 1 surprised you? (Write answer below)

You were asked if you ever "found yourself writing off or rationalizing a snap judgement as an honest mistake." Regardless of your answer, What was the outcome? (Write answer below)

continue reflection on the page



Use with **Implicit Bias** course videos and simulations.

VIDEO 1 - CHALLENGE ASSUMPTIONS

You were asked, "What types of situations do you find yourself allowing your brain to work on autopilot?" Regardless of your answer, How do you think you might be able to prevent this from happening to you? (Write answer below)

How can you identify when your unconscious mind is not aligned with your conscious beliefs? (Write answer below)

continue with the next video and reflection 

TAKE ACTION: PERSONAL COMMITMENTS

Check all that Apply

VIDEO 1 - CHALLENGE ASSUMPTIONS

- Ask rather than assume. I won't base my decisions on what I think I know. Instead, I will ask questions to get more information and clarification and/or confirmation.
- Respond instead of react. Instead of reacting from emotions, I will stop for a moment, think, and respond based on my character values.
- Challenge myself to see positive intentions. Not everyone is coming from a place of negativity. If I'm not sure what the intention is, I'll ask.
- Shift from expectation to shared understanding. If/When conflict happens, I will take the time to uncover assumptions and expectations that are the root cause and work toward shared understanding.
- I will consider my biases (implicit and explicit). Am I thinking or feeling this way because it is fact or is it something more personal in relation to the assumptions I make?

Other commitments to CHALLENGE ASSUMPTIONS I plan to make:

continue with the next video and reflection



Use with **Implicit Bias** course videos and simulations.

VIDEO 2 - ENHANCE OBJECTIVITY

Watch Video and use this section with corresponding simulation.

What concepts regarding halo, horns, or confirmation bias were new to you?

You were asked if "you agree with the idea that not all biases are bad?" Regardless of your answer, Why do you think biases **are** or **are not** all bad?

List some of the things YOU can do personally to manage the impact of first impressions, from others, on future interactions (**avoiding biases**)

How can having a "halo" bias toward someone set them up for failure?

What tactics can you use to overcome a "horns" bias toward someone else?



continue reflection on the page

Use with **Implicit Bias** course videos and simulations.

VIDEO 2 - ENHANCE OBJECTIVITY

You were asked, "What types of situations might YOU be more likely to rely on **confirmation bias**?" Regardless of your answer, Why do you think you **may** or **may not** be more likely to rely on confirmation bias? (Write answer below)

Have you ever found yourself in a situation where you give more weight to information that supports your beliefs? Have you found yourself discarding information that does not support your beliefs? What were the situations? (Write answer below)

What was the outcome of the situation(s) described above? (Write answer below)

continue with the next video and reflection



TAKE ACTION: PERSONAL COMMITMENTS

Check all that Apply

VIDEO 2 - ENHANCE OBJECTIVITY

- Be more open. Don't let one moment or one thing sway my opinion forever.
- Look at all the evidence objectively. Be my own devil's advocate and seek out contradictory views and challenge myself.
- Challenge my thought process by slowing it down. Ask questions and bring in other perspectives to expand my point of view.
- Educate myself further. I won't stop at one course or training session. I will continue to educate myself on the subject.
- I will consider my biases (implicit and explicit). Am I thinking or feeling this way because it is fact or is it something more personal in relation to my objectivity?

Other commitments to ENHANCE OBJECTIVITY I plan to make:

continue with the next video and reflection



Use with **Implicit Bias** course videos and simulations.

VIDEO 3 - OVERCOME STEREOTYPES

Did any of the studies or messages in Video 3 surprise you more than others? Why **did** or **didn't** the messages surprise you? (Write answers below)

What difficulties might emerge when thinking of "fit" for YOUR idea of a leader? (Write answer below)

In your opinion, how does the media influence YOUR representation of a leader? (Write answer below)

What tactics can you use to challenge or change potential societal stereotypes? (Write answer below)

continue reflection on the page



TAKE ACTION: PERSONAL COMMITMENTS

Check all
that Apply

VIDEO 3 - OVERCOME STEREOTYPES

- Set objective criteria. Use the criteria to help myself from being swayed by irrelevant factors.
- Share with others the "why" behind my decisions. Have them check my objectivity to make sure I am on track and not using biases as a deciding factor.
- I won't make assumptions solely on "fit". I will make decisions based on examining skills and facts and supporting objective criteria for what I am doing.
- I will consider my biases (implicit and explicit). Am I making this decision because it is the best decision or is it something more personal in relation to my stereotypes?

Other commitments to OVERCOME STEREOTYPES I plan to make:

continue with the next video and reflection



Use with **Implicit Bias** course videos and simulations.

VIDEO 4 - BROADEN PERSPECTIVES Watch Video and use this section with corresponding simulation.

In what areas of your identity (not race or gender) did you experience this similarity bias, aside from what was listed in the course?

Think about a time when you had an immediate connection with someone, how might your similarity bias have influenced your behavior toward them?

Now think about a time when you had the opposite reaction. How might your similarity bias worked against someone that wasn't like you?

What techniques can you use to counteract the potential impact of similarity bias?

continue reflection on the page



TAKE ACTION: PERSONAL COMMITMENTS

Check all that Apply

VIDEO 4 - BROADEN PERSPECTIVES

- Examine my network. Who's in it? Who's not? I will not intentionally or unintentionally exclude people who are not like me.
- Open the door to my inner circle. I will invite others with different experiences and perspectives into my inner circle and increase contact with people that are different from me.
- Encourage ideas from others. Not only will I give someone a seat at the table, but I will give them a voice. I will foster the sharing of ideas across all team members and colleagues.
- Be intentional in changing the way I do things. I will make a conscious effort to combat the unconscious way I may be doing things.
- Continue to understand my biases (implicit and explicit). Am I making this choice because it is the best decision or is it something more personal in relation to my perspective?

Other commitments to BROADEN PERSPECTIVES I plan to make:

continue with the next video and reflection



Use with **Implicit Bias** course videos and simulations.

VIDEO 5 - MICROAGGRESSIONS

Watch Video and use this section with corresponding simulation.

What would you have done if you were Joe in this situation? *(being the recipient of a microaggression)*

What would you have done differently if you were John and Joe was not what you expected? *(being the microaggressor)*

How would you attempt to fix the situation once you realized that you overstepped and offended someone, like the lady in the green shirt in this video? *(being the microaggressor)*

Would you have said anything differently if you were the guy in the striped shirt at the coffee shop in the video? *(being the recipient of a microaggression)*

What would you have done DIFFERENTLY if you were the girl in the coffee shop, once you realized that you offended your colleague? *(being the microaggressor)*

continue reflection on the page



TAKE ACTION: PERSONAL COMMITMENTS

Check all that Apply

VIDEO 5 - MICROAGGRESSIONS

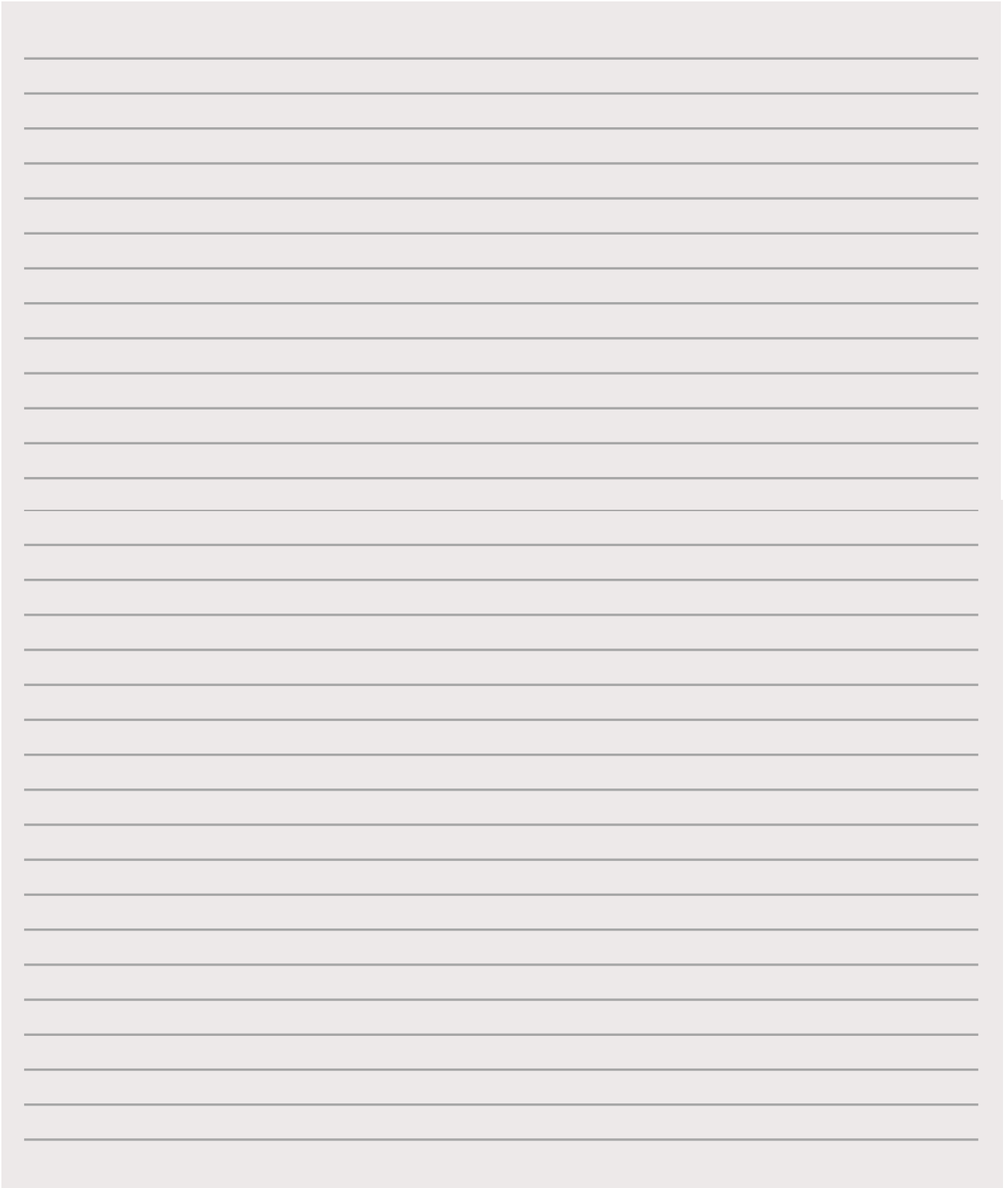
- Notice what you notice. The brain picks up on things about people. What are those things? I will be cognizant of what I notice so I can be aware of what I may need to change.
- Question my beliefs. Is there a reason I'm noticing certain things or that certain things are triggering my brain to make assumptions?
- I won't be colorblind to the human race. I will recognize that because of race/ethnicity, others may have the different experiences and I will not negate them by being colorblind.
- Empathize with others. I understand I cannot fix another person's experience, but I can listen, empathize and support their truth.
- I will not get defensive if I am called out on an unconscious bias. I will do my best to understand that I may not always realize the other person's experiences.

Other commitments to UNCONSCIOUS BIAS I plan to make:



CONTINUE WITH THE COURSE - USE LAST PAGE FOR ADDITIONAL NOTES

ADDITIONAL NOTES

A large rectangular area with a light gray background and horizontal lines, intended for taking notes. The lines are evenly spaced and extend across the width of the page.