

UNCONSCIOUS BIAS 3 EASY WAYS TO MITIGATE & TRACK

Harness the knowledge of Emotional Intelligence
to unlock your full potential



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UNCONSCIOUS BIAS

Effective Change Management

A new employee begins a position before the launch of a new program. The leading manager suggests it's too late for the individual to participate in this event

as the stakes are high and there is not enough time to train and keep an eye on catching them up. The employee says they are able and willing to contribute and play a role alongside the team without slowing down the progress of the group. The new hire sees gaps in the presentation and program and through not having known anyone, is able to connect. The new hire is able to point out flaws and offer improvements that had been missed by the team.

A year later, after getting to know some of the people on the team better, the individual feels less confident, frustrated, and anxious this time around, during the launch of the updated event than how they felt the year prior. **Why?**

In your mind, as you read this story, was this person a woman or a man? What was their class system, their IQ or EQ,? What was their race, and ethnicity? Is this person

Middle Eastern, European, African, Asian, or from the Americas?

What about the individuals on the team? Does it matter?

Would you have different assumptions once the blanks were filled?

We make assumptions about what we hear, see and/or think.

Our minds go to fill in the blanks and we then create decisions based on those assumptions and expectations.

Have you ever heard any of these statements made?

"Next year will be harder."

"You will find it more challenging next quarter."

"Things will be moving faster this time next month."

Could it be possible that these may be subtle suggestions giving you ONE possible expectation of an outcome out of NUMEROUS possible outcomes from which you are making your subsequent judgment and decisions?



Implicit Biases (unconscious bias) are “attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.”

WHAT IS UNCONSCIOUS BIAS

Our minds work toward filling in the gaps of the information that is in front of us. By some estimates, the brain can process sensory stimuli in less than a quarter of a millisecond. This PDF will discuss unconscious bias, three simple ways to mitigate it, and how to track progress. Unconscious Biases can be challenging to detect on your own because they are as automatic to you as breathing, blinking, and moving.

Everyone has Implicit Bias, which is automatic judgments, and beliefs

Implicit Bias is the hidden force that influences actions and decisions - often without even knowing that it is happening. Despite the best intentions, Implicit Bias can impact our sense of justice, important life decisions, money decisions, work, and how we interact with others.

Take height, for example, some Implicit Biases about height include that tall people are more intelligent and worthy of trust and responsibility than short people. This is an unconscious belief system defined as a cognitive bias, and this has to be reevaluated.

A cognitive bias is an error in cognition that arises in a person’s line of reasoning when making a decision that is flawed by personal beliefs.

One of the most common cognitive biases is confirmation bias. **Confirmation bias is when a person looks for and interprets information (be it news stories, statistical data, or the opinions of others) that backs up an assumption or theory they already have.**

The effects of Implicit Bias are subtle at the individual level. They can also be devastating when they impact career progression, performance review, hiring practices, executive presence, wealth building, and society's advancement.

WAYS TO RECOGNIZE UNCONSCIOUS BIAS

Fortunately, we are now interested in looking at our systems and ourselves more than we ever have in recent history. Here are three simple ways to ask yourself, if you are recognizing where your unconscious biases are?

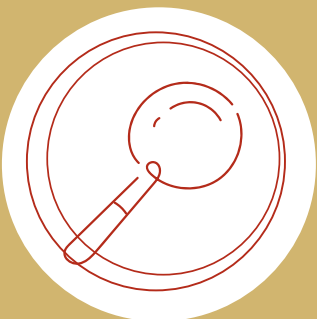
When do you do any of the following?



IGNORE INFORMATION, OR CAN'T ABSORB INFORMATION THAT CHALLENGE BELIEFS



INTERPRET OR GATHER INFORMATION ONLY TO CONFIRM YOUR EXISTING BELIEF



AVOID SEEKING TO GAIN OBJECTIVE FACTS OR INVESTIGATE TO LEARN MORE

Raising Awareness about Unconscious Bias by asking yourself if you are open to getting new facts, or data on the experience of others. Feeling mental, emotional or social pressure to speed up a process and get to a conclusion faster?

What are some strategies you have used to build awareness of unconscious bias?

Bias is an inclination toward (or away from) one way of thinking. Bias can be recognized when there are strong feelings triggered such as feelings of disengagement, disregard, feeling that cause you to become reactive, or defensive. Other biases can be identified by realizing you are making assumptions.

WAYS TO MITIGATE IMPLICIT BIAS

Unconscious biases are everywhere and can creep up in unexpected ways. It is essential to find ways to mitigate unconscious biases impact on both work and personal lives. To help combat unconscious biases, **try these three simple things:**



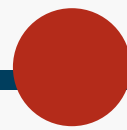
Be intentional about learning about yourself

Request your HR for training on how to understand and recognize Unconscious Bias, Pick up a book training in Unconscious Bias discussions. Experiment with practicing 5 mins every day with intentional breathing, and movement.



Meet and Dialog with people you don't know.

Ask questions to gain more information, knowledge and awareness on someone else's life experiences. Notice how frequently and often your mind will fill an automatic assumptions or associate with the information you learn



Build a culture that values feedback.

Be willing to give and be given feedback on how you communicate with others to check for any bias you may have that you are unaware of. If you feel defensive, upset, resistant, need to please, go back to step one.

Be open to recognizing automatic labeling of people, situations, or beliefs systems without pausing and reassessing where your thoughts are coming from. If you can master this, then move on to trying this multiple times throughout the day as well as being present and aligning with your thoughts, words , and actions.

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