



## Personal Reflection Activity

Think about the way automatic biases and stereotypes can guide our behavior in ways we might not be aware of.

Reflect on your choices over the past month:

- Who have you listened to most closely for advice?
- Who have you included and who have you left out in conversations and decisions?
- What are the reasons behind those decisions?
- How did you give out assignments?
- What choices did you make in who you asked to do various tasks and projects?

How might in-group biases and affinity biases have guided your choices?

How about implicit biases? (*You may want to refer to the Known Social & Cognitive Biases handout*).

If so, what might have you missed out on (that you could benefit from)?

What might have been lost to the organization if there was bias leakage?

What might in the future?

What other aspects of the organization's policies and procedures can you look at with leakage or bias?

**Directions:** Take 5 minutes for reflection, jotting down notes if helpful. We will then have 10 minutes to share in our groups.