

## Protect Others from Stereotype (Identity Threat)

- 1 ***Share what you've learned.*** Teach others about stereotype threat and how it can affect performance and self-esteem. Just being aware that we might be affected by stereotype threat can help prevent it.
- 2 ***Remind people*** that lower-than-expected performance could result from stereotype threat and is not a reflection of their actual abilities.
- 3 ***Promote and role model a growth mindset.*** Help others see mistakes as learning opportunities and low performance as malleable and situational – not as evidence of inherent shortcomings or failures.
- 4 ***Encourage self-affirmation.*** Ask people to reflect on the characteristics, skills, values, or roles that are most important to them. This bolsters people's self-concept, protecting them from stereotype threat.
- 5 ***Consistently affirm the belief that everyone has the same potential to succeed.*** Avoid statements that explicitly or implicitly convey that one group is better at something than another.
- 6 ***Create a sense of belonging.*** Feelings of belonging promote psychological safety and reduces anxiety and threat. Emphasize things people have in common to create a "common in-group identity" while valuing and acknowledging differences.
- 7 ***Use strategies that protect you from implicit bias and protect others from stereotype threat.*** Create a genuine connection with the person as someone who, like you, has hopes, dreams, and needs. Use your perspective-taking, partnership-building, and emotional-shifting skills. Focus on your shared goals.

