

Understanding Unconscious Bias

How it Undermines Impartiality, Neutrality, & Objectivity

We all suffer from unconscious bias. Social Neuroscientists believe that more than 99% of the decisions we make and the actions we take are outside of conscious awareness. Most of the time we operate on autopilot, relying on deep-in-the-brain biases, preferences and assumptions that operate largely automatically.

While these mental shortcuts help us make decision quickly and with little effort they can have unintended consequences, including irrational thinking and faulty decision making. When people are involved, bias can result in stereotyping, prejudice and a lack of diversity and a multitude of problems at work.

COURSE OVERVIEW

Training includes, but not limited to, the following topics:

Unconscious Bias / Diversifying your workforce benefits

- Appreciate the importance of understanding how unconscious bias works
- Have recognized some of their own hidden preferences, assumptions and biases
- Know how to think more critically and consciously when making decisions
- Be aware of the dangers of prejudice and stereotyping other people Sources of Unconscious Bias
- Unconscious Bias – where it comes from, how it manifests itself, and why its impact is so powerful
- "Best practices" for awareness, confronting, and overcoming unconscious bias
- Impact of unconscious bias, micro-inequities & other forms of non-litigable bias on the individual & the organization
- Isms (Actions and Behaviors) – Favoritism, Cronyism, Nepotism, Elitism, Ageism, Sexism, Racism, others

Unconscious Bias: Personal Impact

- Actions/Reactions, Decisions, Evaluation of data/evidence & reporting, Perception of the credibility of others & their believability, Conscious & unconscious behaviors.
- Attitudes (Conscious and Unconscious)
- Motivation – Motivating Environment
- Inclusion – The new focus Unconscious Bias: Its Bottom-Line Organizational Impact
- Recruiting; Interviewing; Hiring, Employee Development; Performance Management, Feedback, & Appraisal; Coaching/Mentoring; Mediation/Conflict Resolution; Promotion; Retention; Awards & Rewards; Customer Service; Favoritism; Bullying, Retaliation, & Rumors, Gossip; Empowerment vs. Micro-Management

Length: Half-Day / One-Day / Two-Day Sessions

For more information (**Link**): <http://leadershipdynamicsllc.com/leadership-training/>

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