



Personal Bias Self-Reflection

Answer the questions below as completely and honestly as you can. Consider doing the exercise with others and discussing your responses together.

1. What was one of the earliest memories you have of seeing, hearing, or experiencing differential treatment based on bias? How did that make you feel at the time? What about now as you reflect on it?
2. What was something you were explicitly taught to believe that was deeply rooted in bias? What was your reaction then? What is your reaction now?
3. What are some biases that you are aware you have? How have these shown up in your work? What have you done to address them?
4. How might you go about becoming aware of your unconscious biases? Who can you trust to ask for honest feedback?
5. How do you confront bias when you see, hear, or experience it in the workplace? What has been effective about this? What has been ineffective about this? How might you adjust the way you confront bias going forward to be more effective?
6. As a leader, how are you modeling your values around confronting bias?
7. What additional support and/or training might you seek in helping to confront your biases?