

## **Managing Implicit Bias: Awareness: Quick Reference Guide**

### **Acknowledge the Possibility That You Can Be Influenced by Implicit Biases**

Studies have shown that denying this possibility can actually make you even more susceptible to the influence of your implicit biases.

### **Implicit Association Tests (IATs)**

Implicit association tests measure the extent to which you associate certain binary concepts and judgments, and can be used to help detect implicit biases you may have.

[Project Implicit](#) offers many different IATs you can take.

### **Be Extra Attentive in Situations Where Implicit Biases Could Influence You**

These are times during which you should make an extra effort to engage in self-reflection and employ conscious de-biasing techniques.

- Interpersonal communication
- Team participation
- Personnel evaluation

### **Consider Specifics Biases**

When seeking to detect biases, it can be helpful to run through a list of those that could be manifesting in a given situation, such as common cultural and cognitive biases. Ask yourself questions like:

- Do my conclusions or assumptions conform to stereotypes?
- Am I giving too much weight to a particular impression, such as a first impression, a positive impression, a negative impression or my most recent impression?

## **Lookout for Key Indicators**

Certain terms, phrases and perceived characteristics are sometimes indicative of the influence of a stereotype or bias.

### **Example stereotype indicators:**

- Meek
- Hot-headed
- Pushy
- Decisive
- Unreliable
- Lazy
- Spacey

### **Example implicit bias indicators:**

- Gut feeling
- "I just know"
- Culture fit

## **Be Aware of How External Factors Can Increase Implicit Bias Susceptibility**

- Remember that you don't need to rush.
- Hunger, temperature, stress, distractions, self-imposed deadlines, etc. can all motivate you to take shortcuts and possibly be influenced by implicit biases.