

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.