

# FACILITATION ATTRIBUTION ERROR

## DEFINITION:

The Fundamental Attribution Error is the tendency to assume that someone's behavior is caused by who they are (their character, personality, or attitude) rather than what's happening around them (their circumstances, environment, or stressors).

In other words, we often overestimate internal causes and underestimate external factors—especially when judging others.

Behavior is often a message—not a label. As a facilitator, your ability to pause and wonder why can make all the difference.