

## Personal DEIB Action Plan

Review your results for *Exercises 1-4* above and prepare a personal *DEIB* Action Plan that will serve as a roadmap to help you cultivate *DEIB* at work.

1. Applying critical thinking and empathy related combination of skills in the workplace when making assumptions about people, who represent backgrounds other than yours.

Skill	Change and/or reinforce in my behavior and mindset?	How am I going to accomplish this?
Autonomy		
Confidence in Reason		
Courage		
Empathy		
Fair-mindedness		
Humility		
Integrity		
Perseverance		

2. Challenging one's assumptions about people who represent backgrounds other than yours.

Groups Biased Toward?	What triggers the bias?	What reactions/behaviors would I like to replace?

3. Opportunities to engage in cultivating *DEIB* at work based on my level and track.

1	
2	
3	
4	
5	

## **Personal DEIB Action Plan**

### **4. Action Points**

1
2
3
4
5
6
7
8
9
10
11
12