



## Personal Action Plan

### 1. Interacting with Others:

Have you had an experience with someone who was of a different characteristic or background from your own?

I have...	Other Gender	Other Race or Ethnicity	Other Religion	Other Age or Generation	Other Nationality	Other Economic Background	Other Educational Background
Worked on teams with	✓	✓	✓	✓	✓	✓	✓
Sought out advice from	✓	✓	✓	✓	✓	✓	✓
Mentored	✓	✓	✓	✓	✓	✓	✓
Socialized with	✓	✓	✓	✓	✓	✓	✓
Close friends who are	✓	✓	✓	✓	✓	✓	✓

### 2. Self-Reflection:

What patterns, if any, do you see that might impact your view of these groups? Where do you feel you'd like to grow more and why?

I have always been an outlier, either in good light or in bad light. This made me socialize with people of different background more than usual.

### 3. How has unconscious bias influenced your actions?

Think about a time when bias hindered your ability to address a problem effectively, either in your personal life or at work.

I was once intimidated by a big bulky guy, but he turned out to be pretty easy going and a nice guy overall.

### 4. Reflect on the scenarios you just read.

Have you seen or experienced any of these or similar situations in the workplace? What did you observe from your experiences?

I have not experienced anything similar in my workplace

## **5. Review your observations from the previous section.**

What is one commitment you will make to minimize unconscious bias for yourself, others, or both?

Listen to my colleagues more and don't make assumption about what they need or want.

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