



ASSESS

Bias Self-Assessment



Click to select a circle for each pair of statements that best and most regularly represents you. Selecting the circle nearest a right or left statement means that statement strongly represents you. Selecting the circle in the middle means both statements may be representative of you equally.

| WHAT IS BIAS? | | |
|---|--|--|
| Everyone has the same opportunities. | | There are a variety of factors, such as race, gender, socioeconomics, education, and sexual orientation (to name a few) that can have a tremendous impact on the opportunities afforded to us throughout our professional lives. |
| I don't think I've ever really demonstrated a bias. | | I know we all have opportunities to improve, and there are several times I could have been more sensitive or thoughtful before taking action. |
| Working on the topic of bias and inclusion is a nice to have, but not critical. | | Working on this topic will allow everyone at our organization to contribute their very best. |
| SECTION SCORE: | | |

| BIAS AND IDENTITY | | |
|---|--|--|
| I don't get along well with everyone on my team. | | I've gone out of my way to get to know my colleagues, even if we have different opinions or interests. |
| We shouldn't really be talking about issues of diversity at work. It's too political. | | Who we are as individuals is not separate from work. |
| My life experiences don't impact my decisions or personal interactions. | | My identity—such as education, family, where I live, and my personality—could cause me to act in a biased way, either positive or negative, toward someone else. |
| SECTION SCORE: | | |

| BIAS AND THE BRAIN | | |
|--|--|--|
| Only bigoted, racist, or sexist individuals are biased. | | Bias is a natural part of the human condition and how all our brains operate. |
| I'm often in a rush and so I typically make quick decisions, even about big personal or professional issues. | | I try to get input from friends, colleagues, or leaders before making critical decisions. |
| I often go with my gut feeling or belief on important decisions. | | I notice when I have an emotional reaction or impulse, and I don't act until I'm able to more objectively assess the situation or get input. |
| SECTION SCORE: | | |

| CULTIVATE CONNECTION: CONNECT TO MITIGATE BIAS | | |
|---|--|--|
| I can fix my biases on my own. | | I need the support and input of others to be able to see past my own biases and assumptions. |
| I usually lead most conversations and meetings at work. | | I want to be sure everyone gets a chance to lead and have their voices heard. |
| I don't ask for feedback or input from my friends, leaders, or peers. | | I regularly ask others for feedback on my perspectives, performance, or decisions. |
| SECTION SCORE: | | |

| EMPATHY AND CURIOSITY | | |
|--|--|---|
| I try to avoid unfamiliar people or situations, since that's often uncomfortable. | | I can recognize when a new or different situation or person makes me uncomfortable, and I try to learn or better understand as a result of the encounter. |
| It can be hard for me to empathize with or understand other people's point of view. | | I try hard to empathize with and understand others, even when I disagree. |
| If a topic—such as race, sexual orientation, ethnicity, or gender identity—makes me uncomfortable, I'll try to avoid it. | | If a topic makes me uncomfortable, I'll actively work to better understand it by researching or asking thoughtful questions. |
| SECTION SCORE: | | |

| MEANINGFUL CONNECTIONS | | |
|--|--|--|
| I don't really see the business value of creating an inclusive team. | | I know that an inclusive team can result in higher performance, improve collaboration, and facilitate better decision making. |
| I don't see a need to expand my network of colleagues. | | I regularly examine my frequent connections and consider whether I could diversify the perspective and experiences of those around me. |
| I don't spend time with, or actively avoid, people who challenge my opinions or decisions. | | Even when it's difficult to hear, I value dissenting opinions and friends or colleagues who challenge me. |
| SECTION SCORE: | | |

| CHOOSE COURAGE: EFFECTIVE COURAGE | | |
|--|--|---|
| If I confront bias, it will cause more trouble or conflict. | | Addressing or confronting bias is the only way we make progress and create an environment where everyone is valued. |
| Since I'm not very senior at our organization, my opinion isn't always valid. | | I know my worth, and dissenting, unconventional, or outside perspectives are often what jumpstart innovation. |
| I've been in personally uncomfortable or damaging situations, but it wasn't appropriate to speak up. | | Even in a difficult situation, I'm able to advocate for myself or others. |
| SECTION SCORE: | | |

| FOUR WAYS TO ACT WITH COURAGE | | |
|--|--|--|
| I put work first. | | I prioritize my self care because I know this improves my overall performance as well as my ability to mitigate bias. |
| I have a few favorite things—such as political perspectives, reading genres, or hobbies—that I like, and I stick to those. | | I like to challenge myself with new points of view or opinions from podcasts, new authors or documentaries, or new hobbies in order to constantly learn and expand my perspective. |
| I don't know how to get involved in allyship or advocacy at our organization or in my community. | | I know, or am already a part of, a mentor program, employee resource group, community organization, or club. |
| SECTION SCORE: | | |



ASSESS

Bias Self-Assessment Results

| | |
|--------------------------|------|
| WHAT IS BIAS | |
| BIAS AND IDENTITY | |
| BIAS AND THE BRAIN | |
| CONNECT TO MITIGATE BIAS | |
| EMPATHY AND CURIOSITY | |
| MEANINGFUL CONNECTIONS | |
| EFFECTIVE COURAGE | |
| FOUR WAYS TO ACT | |
| TOTAL: | /120 |

If you scored between 100 and 120, you have high self awareness, curiosity, and courage. But this is not a topic you ever master. You should continue your journey in this area by examining where you still have room for improvement based on 1 or 2 of the 8 areas of unconscious bias where you scored the lowest.

If your score is between 75 and 99, you’ve made some progress in this area but still have room to grow. You should continue your journey by examining where you have room for improvement based on 2 or 3 of the 8 areas of unconscious bias where you scored the lowest.

If you scored 74 or below, you have significant room for improvement. This doesn’t mean you should be disappointed with yourself because we all have room for improvement in this area. You should continue your journey by examining where you have room for improvement based on 3 or 4 of the 8 areas of unconscious bias where you scored the lowest.

- 1 Which of the areas is your strongest?
- 2 Which of the areas is your weakest?
- 3 Which of the areas will you focus on in the coming weeks and beyond?