1. Check out [Minimizing Unconscious Bias](#) and (optionally) try taking an [Implicit Association TestLinks to an external site.](#). The Implicit Association Test can help you identify your own unconscious bias. The test assesses if mental links exist between concepts and potentially associated values. As you complete peer evaluations for your teammates, discuss how bias (conscious or unconscious) might influence your ratings. How might bias influence your opinions when interacting with lawyers, engineers, or business people?

I found the Implicit Association Test (IAT) very intriguing, and I feel like more people should attempt this to learn about their internal biases. I believe that peer evaluations can be tricky because everyone has an unconscious bias. There is a tendency for team members to rate each other on a specific basis, knowingly or unknowingly. This may be based on how comfortable they are with that teammate or if it is difficult to work with that teammate, which doesn't reflect their efforts towards the project. When interacting with professionals like lawyers, engineers, or businesspeople, unconscious bias might shape our expectations of their competence or trustworthiness based on stereotypes tied to their profession, gender, or cultural background. We might have certain stereotypes built in our minds related to these professions, which we, as humans, use as fundamentals to review their work or expertise.

2. When you think about a colleague or teammate whom you have enjoyed working with **LEAST** (*no need to use real names*), how might you approach interactions differently now? Did you discover any useful techniques in Crucial Conversations or Bring Yourself?

I had a teammate who usually would get sidetracked from our project and would discuss other non-immediate tasks or priorities, which got a bit frustrating for us to keep the team on track and continue with our project, as we didn't have an aligned goal or a plan. I set up agendas before our meetings and made sure we kept to those, so we are not off-track or focusing on the wrong items. Then, I would ensure I heard what that teammate wanted to discuss and put them into a to-do list for the future, since it is not included in our MVP. That way, the teammate didn't feel unheard or unvalued and we were able to be focused on our timeline for the project. The crucial conversation book also highlights these tactics to communicate better and work as a team to achieve a common goal. Being respectful to each other in these situations is very important since we are all just wanting to work toward the same goal and achieve success.

3. Describe your experience with the Hot Topics exercise in class and reflect on interactions with classmates.

This exercise brought up very interesting topics related to each of the three disciplines – business, legal, and engineering. I liked that we got together with folks from our discipline and talked through this exercise before sharing with the group for their perspectives. In our group, we focused on the DEI initiatives in tech and how they affect company and employee morale. We noticed that DEI efforts often felt performative, lacking real integration into team dynamics and daily practices. They have more or less become a norm to have at the company to show diversity; however, not much is being done with it, and when there are budget cuts, this is usually something that is cut first.

4. Respond to at least ONE of the following prompts:

a. Share some of your appreciation/understanding of the other roles in a company, particularly impressions you gained in this course that you might not have had before working on the project.

I have gained much more appreciation for the role of the CEO because initially I thought that they are there to manage everything, but usually others do most of the work and they have to just make sure everything is running as expected. However, going through this course, specifically, the fact pattern situations and team project, I learned that the role of the CEO has a lot of different responsibilities, and they need to have certain skills to stay in that position. For example, they need to be assertive when needed but also compassionate, depending on the situations they face. The activity where Prof. Klaben fired everyone was a unique experience for me to see a CEO being direct but effective. The professor decided on what needed to be done and went through with his decision, regardless of how difficult the situation was for him to fire everyone at once.

b. Describe a time when you had difficulty "finding your voice" or articulating your requirements/intentions with your cross-functional team. How might you overcome this in the future?

c. Can you describe a time you discovered a flaw in your logic - by applying a perspective from another discipline?

d. What else (*beyond what has been covered in class*) do classmates or colleagues need to know about your professional area to collaborate with you more effectively?

e. Who is a role model for your chosen profession? How would you describe this individual's exemplary nature to other disciplines?

f. How will you continue to expand your knowledge in the area of interdisciplinary communication or your self-directed research topic?

I usually rely on online courses to expand my knowledge in the area of interdisciplinary communication, mostly because it is interactive, so I can focus better on the concepts compared to reading a long article. There are a lot of resources that have free or affordable courses that we can work through whenever we have free time.

Note: team performance evaluations are posted as a separate assignment (*completion is factored in your Weekly Reflection grade)* and should be submitted by each student once you complete your final team report (due March 15).