## Arbinger

# Bias Self-Assessment

Bias blinds us from being able to truly see others and ourselves. But as humans, we all have the tendency to create and be influenced by stereotypes—grouping people into simplified social categories to make generalized judgements and assumptions about others.

To discover your own biases, think about the messages you have received that have caused you to see different aspects of your identity as better or worse than others. Also take a moment to reflect on which messages you have received that have shaped this bias.



	Better- Than	Worse- Than	Depends/ Unsure	Messages that Shaped this Bias	Image I have Tried to Portray	What is the Impact?
Gender						
Race						
Age						
Nationality						
Place of Origin						
Marital Status						
Language/Accent						
Religion						
Sexual Orientation						
Physical Body						
Physical Ability						
Education						
Profession						
Position/Role						
Political Views						



This tool is just one of 50+ situational frameworks and tools available through the Arbinger's Institute's robust training programs.

From selecting a new hire to making a key business decision, Arbinger has a tool for any business challenge you can come across. Get in touch today to learn more about Arbinger's Outward Leadership, our leadership development program, that changes mindsets and improves organizational performance.

Chat with an Expert

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# Meet to Learn

A meeting template to uncover the objectives, needs, <sup>and</sup> challenges of others

Taking the time to meet and learn about your colleagues can help you establish stronger working relationships, build trust, and improve communication within your team—all things that are especially valuable as a leader. This can result in a more positive and productive work environment, and ultimately lead to better outcomes for your team and organization.

Arbinger's Meet to Learn tool is designed to help uncover the objectives, needs, and challenges of others. It's a tool for increasing your curiosity that then positions you to be more helpful to those around you. You can use it individually to get to know collaborators, customers, your direct reports, or with groups that your team interacts