

## Bias Self- Assessment

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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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Nationality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Place of Origin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Marital Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Language/Accent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Religion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Physical Body	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Physical Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Position/Role	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Political Views	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

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.

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