



# HOW TO OVERCOME IMPLICIT BIASES IN THE WORKPLACE

The first step toward overcoming your implicit biases is to identify them. Reflect on your biases and be proactive in identifying the negative stereotypes you have about others. One way is to take one of Project Implicit's Implicit Association Tests, which measure your bias regarding topics such as race, gender, weight, and religion ([go.umd.edu/projectimplicit](http://go.umd.edu/projectimplicit)).

## 1. Be aware

The first tip to overcome these biases is to acknowledge that they exist. When we know there are factors that can alter the way we see things, we're more likely to be careful as we form judgments or make decisions.

## 2. Consider current factors that may be influencing your decision

Is there anything in the current situation that could lead you to feel overconfident in your convictions? Or cause you to ignore certain information? Make sure not to fall victim to the bandwagon effect, or adopt attitudes simply because others are.

## 3. Reflect on the past

Look for patterns in how you've perceived prior situations and where you might have made mistakes. If, for example, you see that you tend to ignore facts or overemphasize intuition, then lean into opportunities to further explore data presented to you.

## 4. Be curious

Being curious can help us avoid cognitive biases. Curiosity can help us pause long enough to ask questions. It stops us from assuming we're right.

## 5. Strive for a growth mindset

People with growth mindsets believe that cognitive ability can be developed and tend to learn from criticism. Rather than covering up mistakes, they see them as an opportunity to learn. They don't believe that factors are unchangeable. With work and effort, thoughts and opinions can be changed. A growth mindset is one way to help move you in the right direction.

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# OVERCOMING IMPLICIT BIASES (CONT.)

## Overcoming Implicit Biases, Continued

### 6. Identify what makes you uncomfortable

Are there people or situations that rub you the wrong way? Ask yourself what makes you respond this way and whether you could have a bias that's impacting your perspective.

### 7. Embrace the opposite

Trying to understand an issue from both sides can make you a stronger critical thinker and help you see the world with more empathy. Push yourself to believe the opposite of your initial reaction and pay attention to what happens.

### 8. Seek multiple perspectives

Solicit feedback and perspectives from others. Asking others for their input can help us find potential blind spots and stop us from being overconfident.

### 9. Look for disconfirming evidence

Go out of your way to seek out information that runs counter to your existing belief.

### 10. Practice intellectual humility

Intellectual humility is about remaining open to the idea that you might be wrong. Rather than blindly standing by our convictions, it's about asking, "what am I missing here?"

Sources: [go.umd.edu/addressingbias](http://go.umd.edu/addressingbias), [go.umd.edu/cogbias](http://go.umd.edu/cogbias)