



# Unconscious bias

Evolutionary psychologists report that we have learned to make up our minds, in a split-second, about whether we are encountering friend or foe and are hard-wired to be suspicious of those different from ourselves. This undermines confidence and may result in poor performance, disengagement and conflict. This course will help participants to manage their biases and develop skills for overcoming them.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

## Key course elements

### Raising awareness of unconscious bias

- Recognise that we all have biases and where they come from
- Types of unconscious bias and how they impact the work environment

### The impact of unconscious bias

- How unconscious bias manifests
- Risks to the individual, the team and the Company
- The risks and costs of unconscious bias

### Overcoming unconscious bias

- Identifying personal biases
- Seeking feedback to raise awareness
- Steps to check and modify actions and behaviours

## Participants will learn to...

- Understand where unconscious bias stems from and the difference between bias, stereotyping and discrimination
- Recognise the numerous formats in which unconscious biases exist
- Understand the consequences to individuals and teams when unconscious biases influence behaviour
- Identify personal unconscious biases and how they may contrast with conscious views
- Adopt techniques for overcoming and challenging unconscious bias in order to be more inclusive