

# **3 Steps to Overcoming Unconscious Bias**



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# ***Step 1***

## ***FRAME YOUR BIAS***

Everyone has implicit biases—it comes with being human. We see the world through a frame of reference based on our life experiences. Unfortunately, this leads us to make assumptions about others that may or may not be true. The first step to overcoming unconscious bias is to admit you have it. Put a frame around it and own it! Doing so leaves you free to examine it and move forward.

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## ***Step 2***

# ***CHALLENGE YOUR BIAS***

Do your assumptions match up with reality? Or with your own values/pre-conceived notions?

When presented with evidence that challenges your bias, do you change your perspective? Or dismiss it as a “minor exception to your rule”?

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## ***Step 3***

# ***SET YOUR BIAS ASIDE***

Ask yourself: What if my bias didn't exist? How would I act differently?

Then reframe your bias. Try to see co-workers through a lens that focuses on their abilities, their experience, and their potential.

# SOURCES

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*How Was Your Day? Getting Real about  
Bias, Inclusion, Harassment and Bullying*



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