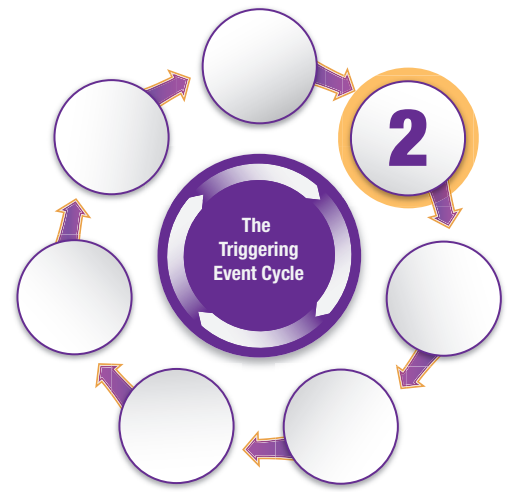


## STEP 2: INTERRUPT ASSUMPTIONS, STEREOTYPES, OR BIAS

**Directions:** It is critical that we continually examine our thoughts for any beliefs or assumptions that may be grounded in biases or stereotypes. When we find some bias it is important that we interrupt our thoughts and shift our thinking to more closely align with the facts of the situation.



The following are examples of biases, stereotypes, and assumptions that could influence our triggered reactions in the workplace. Check which (☑), if any, seem familiar to you:

- Older employees are resistant to change.
- Younger employees are brash and do not respect authority.
- New employees are green and “wet behind the ears.”
- Female managers are aggressive and demanding.
- Male managers are domineering and part of the “old boy’s network.”
- Staff of color have a chip on their shoulders.
- White staff only care about getting ahead.
- Very quiet people are not as productive or creative.
- Very talkative staff are usually just out for themselves.

Think back to a triggering event and examine your thoughts for any assumptions, stereotypes, or unconscious bias. Write them in the left-hand column below. Then rewrite any assumption/bias to more accurately reflect the facts of the situation.

Assumption, stereotype, or bias	More accurate perspective
<p>Example: New employees rarely have anything useful to add until they have been here 2 or more years.</p>	<p>While new employees may not be grounded in our organizational culture, they bring with them new, innovative perspectives and ideas.</p>
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