



## GETABSTRACT REVIEW OF **Everyday Bias**

### **Identifying and Navigating Unconscious Judgments in Our Daily Lives**

The challenge lies in the unconscious nature of biases. Consequently, individuals might remain oblivious to the factors influencing their behaviors and responses. For instance, one might reject a job applicant due to a resemblance to someone they harbor negative feelings toward, or base a vote for a presidential candidate solely on height. Incredible opportunities might have been overlooked due to a concealed aversion towards specific groups or unquestioned beliefs about gender roles. By heightening awareness of these biases, individuals can implement strategies to bypass them. An illustrative example is orchestras conducting auditions behind screens, effectively sidestepping biases related to race, age, and gender, enabling a focus solely on the music itself.

### **Discussion Questions**

1. How can biases influence our actions and decisions?
2. What strategies for becoming more aware of bias did you find most useful?
3. What antibias practices can we put in place as a team?

#### **STEP 1**

Have your team read the [getAbstract summary](#).

#### **STEP 2**

Schedule a team meeting to discuss the questions below.

#### **STEP 3**

Have a discussion with your team.

*“Hidden prejudices and biases are surprisingly influential underpinnings to all the decisions we make, affecting our feelings and, consequently, our actions.”*

#### **Everyday Bias**

Howard J. Ross

### **Additional resources**



Cognitive Biases

