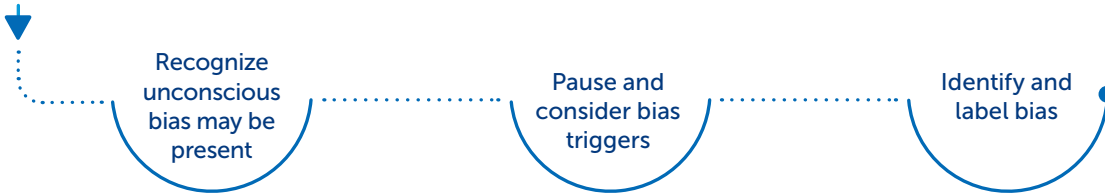


Label Bias Practice Tool



You can start building your new habit by trying the behaviors and activities below.

To label bias



Try this:

Do less	Do more
<ul style="list-style-type: none"> ✓ Assume your decisions are 100% conscious and objective 	<ul style="list-style-type: none"> ^ Explicitly acknowledge that decisions are subject to unconscious influences
<ul style="list-style-type: none"> ✓ Try to fight making biased decisions all the time 	<ul style="list-style-type: none"> ^ Identify critical decisions that can be derailed by bias
<ul style="list-style-type: none"> ✓ Take a universal mitigation approach to your decision making 	<ul style="list-style-type: none"> ^ Identify and mitigate specific bias triggers for each given situation

Habit builder:



Reflect:

Recall past decisions you felt were overly influenced by bias. Write down three of those decisions and which biases may have been present.



Expand:

Consider how the actions in the **Do less** column above were present in one of those past decisions. How would that situation have changed if a **Do more** action had occurred?



Practice:

Over the next week, choose one **Do less** action above and apply a **Do more** action instead. Share with a coworker or during a team meeting about what happened when you tried this behavior.

Team practice:



In the next week, schedule a team meeting and explain The SEEDS Model[®]. Discuss how you can mitigate bias in your team meetings with the help of the model.