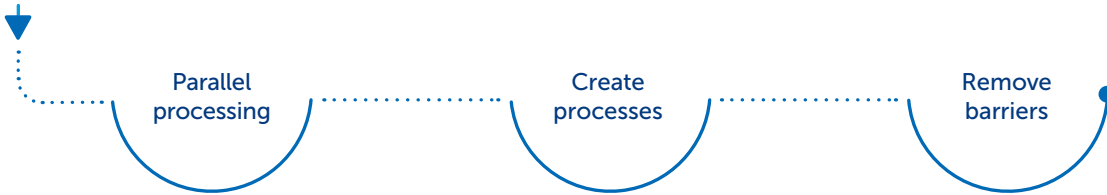


Engage Practice Tool



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

When engaging your team in bias mitigation, remember some techniques:



Try this:

Do less	Do more
---------	---------

- | | |
|--|--|
| ✓ Make decisions only using your own perspective | ^ Consider a third-party perspective |
| ✓ Think only about here and now | ^ Take time and distance out of the equation |
| ✓ Fear market changes | ^ Focus on gains that could come from change |

Habit builder:



Reflect:

Recall a team or business situation you created that was influenced by bias. Which bias was present? What decision did you make and why did you make that decision?



Expand:

Review the **Do more** actions and write down three ways you can help yourself pause to ensure you will mitigate bias by engaging your team.



Practice:

Looking at the **Do more** actions above, pick one action to try this week. Write down three situations you will try this action in.

Team practice:



Hold a team meeting to discuss past decisions where biases have impacted your team's decision making. Continue the discussion around how you can work as a team to establish strategies to mitigate these biases and how you can speak about bias in a non-threatening way during meetings. Write down your strategies in a shared document.