Recognizing any bias we may have and face is important to maximize interpersonal interactions in and outside of the workplace. Valerie Alexander, a CEO of GoalKeeper, author, and speaker, hosted a TED Talk, titled *How to Outsmart Your Own Unconscious Bias* (http://bit.ly/tedtalk-unconscious-bias). Her unique perspective on gender disparities in the workplace explores how we can uncover our unconscious beliefs to better serve and engage with those around us. We’ll discuss how biases can impact our well-being and interactions within and outside the workplace.

*Alexander guides the audience through a visualization exercise. Just as she asks the audience, did your vision of the individuals described between the beginning and the end of the exercise change? How did her story change the people you envisioned?*

*Reflect on a time you observed or experienced a stressful, flight or fight situation. What parts of this experience were expected? What actions and outcomes were unexpected? Were there any unexamined behaviors?*

*When was a time you challenged all assumptions or considered multiple perspectives with better, more positive outcomes in mind?*

*Describe a time you have turned an unexpected, potentially negative situation into a resolution with more expected possibilities and outcomes.*
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*When has a personal bias or current belief influenced a situation you were in? Would there have been a different outcome if you were more open to the possibilities outside of your own beliefs?*

<table>
<thead>
<tr>
<th>Event</th>
<th>Thoughts</th>
<th>Feelings</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Something happens.&quot;</td>
<td>&quot;I tell myself something.&quot;</td>
<td>&quot;I feel something.&quot;</td>
<td>&quot;I do something.&quot;</td>
</tr>
</tbody>
</table>

**Example:**
Coworker doesn’t complete portion of project on time.

**What happened:**
Coworker may not be prioritizing.

**Feelings**
Frustrated that I have to complete the work.

**Actions**
Complete project and send a not so nice email.

**Alternative scenario:**
Is there a way I can help coworker be successful?

**Feelings**
Maybe coworker doesn’t have the tools or resources to understand what’s needed.

**Actions**
Meet to discuss how to get project done successfully together.

**What can you try to avoid “new idea resistance” and not allowing personal biases to negatively influence the impact you have?**

**Additional resources to consider this month:**
- Self-paced courses from Lynda.com available on SuccessFactors. Search within your Learning tile at [www.uc.edu/hr/tools/successfactors](http://www.uc.edu/hr/tools/successfactors) for *Confronting Bias: Thriving Across Our Differences, Developing Your Emotional Intelligence*, and *Unconscious Bias*.
- Attend a session about *Discovering Your DiSC Style* at the Staff Success Center. Sign up in SuccessFactors. Search within your Learning tile at [www.uc.edu/hr/tools/successfactors](http://www.uc.edu/hr/tools/successfactors).
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July: Staff Success Center

Please use this handout to take notes and jot down ideas as you review this month’s content: “Focusing on Feedback” from Leanin.org (https://vimeo.com/92669773).

Take some time to think about what ideas and concepts are most helpful. Answer the questions below.

The video mentions the tension between our need to grow and develop and our need to be accepted just as we are. Given this tension, what are some tips for approaching feedback?

The video shares an approach for feedback: AWARE (Ask for feedback, Watch your emotions, Ask questions to clarify, Reach out for different perspectives, and Engage your potential). Which of these steps do you think is the most challenging when getting feedback?

What steps might you take to improve your ability to ask for and receive feedback?

From the Conversation about Feedback:

- What do you do when you get feedback that does not feel accurate/representative of yourself?

- How do you identify those instances when it would be beneficial to disagree with feedback and present your perspective?

- One participant of the discussion mentions “They wouldn’t give you feedback if they didn’t see the potential and they didn’t care.” Do you agree? How else can you “assume positive intention” when receiving feedback?

The video discusses Fixed Mindset (“I can’t change, this is how I am”) versus Growth Mindset (“I can learn new skills and abilities”) How might shifting to a Growth Mindset impact your ability to ask for and accept feedback?