

The Unconscious Bias Reflection Map.

A structured way to gather insights and reflect.

Making the unconscious conscious.

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DESCRIPTION THE UNCONSCIOUS BIAS REFLECTION MAP.

Why reflect?

Most of our behaviour is based on (unconscious) experiences, beliefs, desires, values, assumptions, feelings, and anxieties that lay below 'the waterline' of our conscious everyday awareness.

Reflection allows us to deconstruct these influencing forces and transform automatic reactions into conscious, constructive actions both on an individual and collective level.

To approach reflection and behavioural transformation in a structured way, we developed the Reflection Map as a tool that helps to create a (shared) understanding of a topic. On your own or as a team, you can reflect on the...

- (1) *Knowledge & Beliefs* around the topic
- (2) *Positive Feelings & experienced emotions* around the topic
- (3) *Negative Feelings & experienced emotions* around the topic
- (4) *Ways to disempower possible bias* around the topic.

The final section is to think about specific actions you can test and experiment with. They describe conscious changes in the way you think, ideate, decide and act.

Knowledge & Beliefs

Often we think we know something. And past experiences (in a different context than today) have become strong beliefs. We are immediately certain, without questioning how much we actually (can) know about it. Unconscious cognitive biases play tricks with us.

Especially when we are confronted with unknown and complex problems in a new context, retrospective knowledge and beliefs usually don't help us.

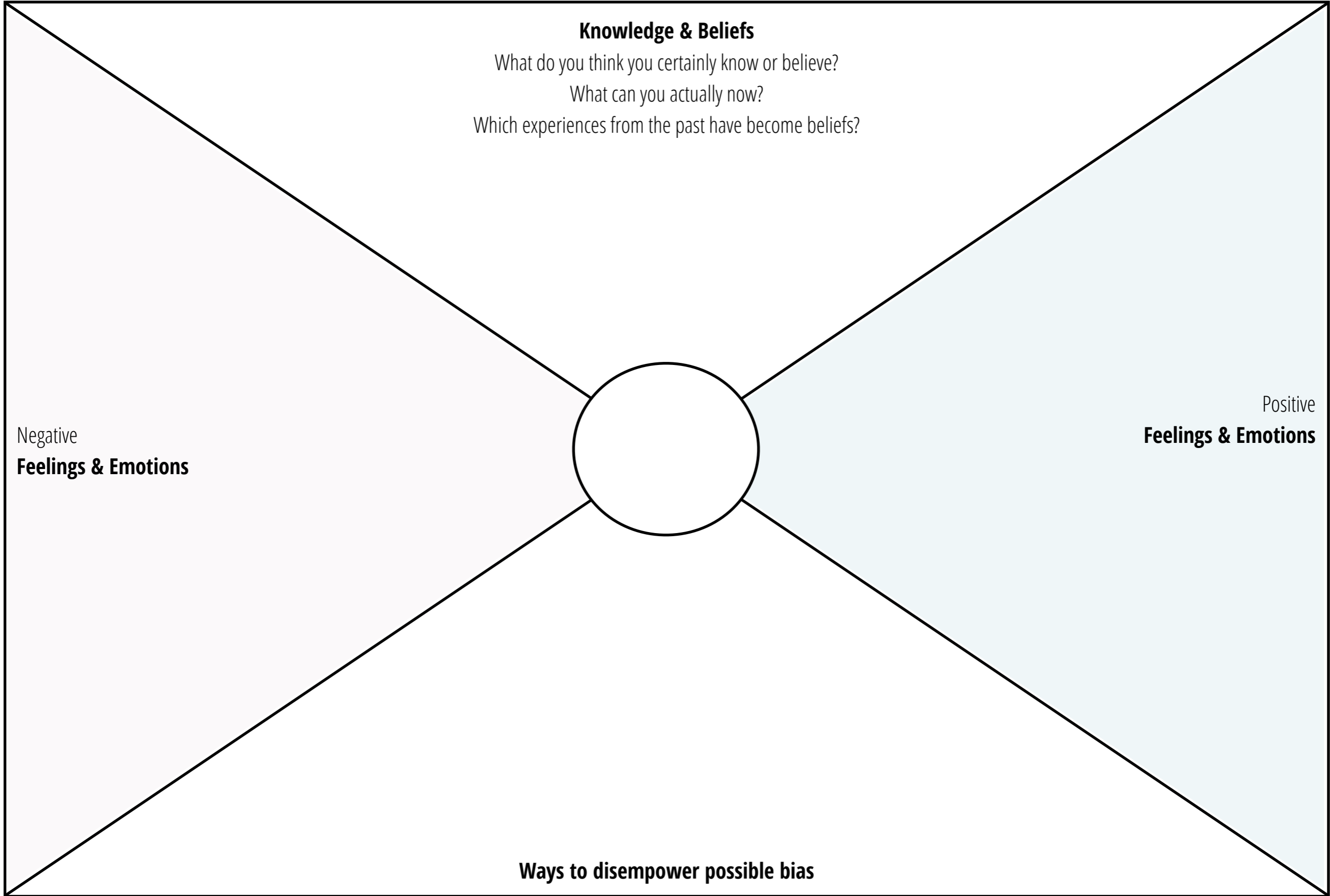
A group is particularly valuable here because each member brings a different perspective to a problem. From this, a more complete picture can emerge in reflection - even if this differs from the individual's picture.

Feelings & Emotions

Very often our interpretations are influenced by feelings and emotions. Or a current situation unconsciously triggers experienced feelings and emotions in a similar situation from the past.

If a current situation creates discomfort or fear, we tend to judge it negatively and seek cognitive justifications for it - positive feelings do the same.

What feeling does the topic trigger in you - and how might this feeling influence your thinking?



INSTRUCTION THE UNCONSCIOUS BIAS REFLECTION MAP.

triangility

How to.

Choose a topic you want to explore through reflection (e.g. hybrid leadership) and write in in the centre of the template. Then, start to think individually or as a group about each of the four quadrants and capture your findings on cards. It does not matter which quadrant you start with - just go with what feels right.

After you brainstormed ideas for each section and captured them on cards on the board (template), look at the results and reflect individually or as a group on the following questions:

- “How do these findings resonate within you?
What do you think and feel when you look at them?”
- “Can you identify redundancies and duplicates?
Could we build thematic clusters?”
- “Are there more or less cards in one of the quadrants?
What could that mean?”
- “What do you think while watching this board?”

To get the most out of this exercise, invite everyone to analyse the findings in a holistic way - meaning to look at the results from an individual perspective, from the perspective of the whole team, and maybe even from the view of a customer, a subject matter expert, or a child. What might they think, feel and say?

Duration:

20-30min

Individual/Group:

Individual and group

Material:

Reflection Map Template

Wall or (digital) board

Cards and pens