Unconscious Doesn’t Mean Inconsequential: Understanding Unconscious Bias And Its Consequences

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Welcome

If you and your colleagues were better leaders, more Inclusive leaders, what else would get better?

The Inclusive Leadership Advantage

- More likely to anticipate change & respond effectively
- More likely to be innovative
- As likely to meet or exceed financial targets
- More likely to capture a new market in the past 12 months
- More likely to improve market share in the past 12 months

Removing The Confusion

Diversity: __________________ the full gamut of human differences.

Equity: Treating people fairly, distributing resources based on _____________ of recipients.

Inclusion: The experience of ___________ resulting from being actively invited to contribute.

Leadership Axiom

“What you ___________ becomes more”
“What you ___________ will soon take over”
“What you ___________ will change”
Dysfunctional Itinerary

Consider the Complexity

- Brain
- Billion Neurons
- Trillion Connections
- MPH Spinal Transmission

The **unconscious** processing capabilities of the human brain are estimated at roughly _____ pieces of information per second. Compare that to the estimate for **conscious** processing: about _____ per second.

**7-11 Rule**

In the first ____ of interacting with a stranger, we will make, on average, ____ about that person.

**Pay Attention To What Surprises You**

Surprise is the evidence that your expectation and your experience aren’t in alignment. Remember, you can never be surprised by what you expect.
“Unconscious Doesn’t Mean Inconsequential”

A common environment is no guarantee of a common experience.

Difference Making Questions - What are you experiencing that may...

1. represent a _____________ to you making your maximum contribution?

2. leave you feeling ________________ from our team?

3. give you the sense of having to _____________ harder than others?
Strategies For Inclusive Leadership

Educate yourself about demographic differences & issues.
Understand the differences accounted for on your team and the dynamics accompanying those differences.

Make Respect A Priority
People will always perform at a higher level when they feel valued and respected
- What are the behaviors that connote respect to you?

Avoid the trap of stereotypes
Don’t judge people or pigeonhole people based on their differences. Remain open to learning who the individual is and how he or she can contribute.

Encourage team members to expand their comfort zones
Lunch groups, Background on holidays, Share appreciation of competence.

Create an environment that supports diversity of styles and problem solving.
- Be respectful and intentionally inclusive of differences.
- Use agendas for meetings
- Us a “round robin” check ins