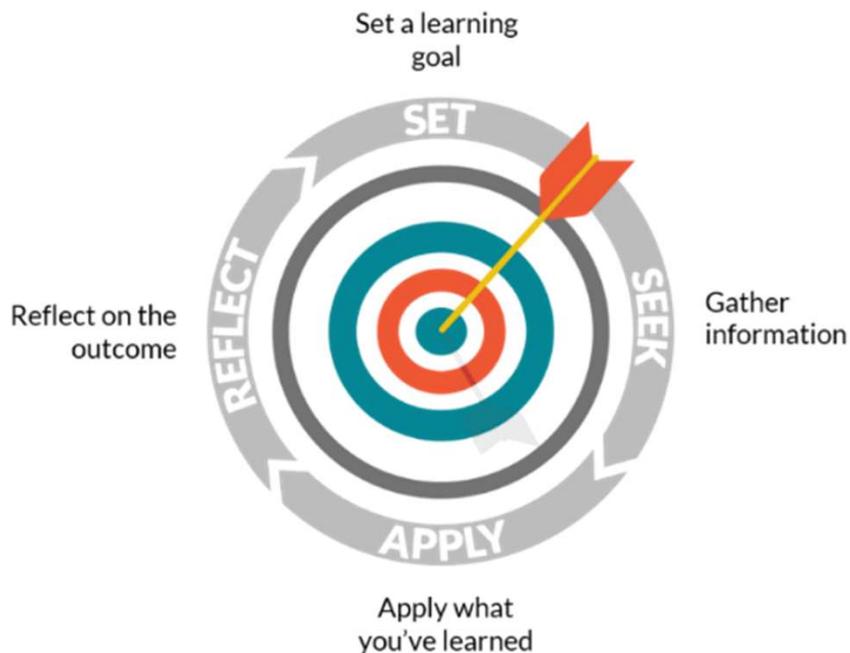


Empowering Me

**Micro-Learning
Practice for Unlearning
Unconscious Bias**



Make Continual Change & Learning a Fun Practice



Goals

Make It Undaunting

Milestones

Break It Down

Practices

Make It A Fun Habit

3 Steps of Bias Micro-Learning

1. Become Aware of Situations Where Bias May Enter
2. Become Aware of Skills To Avoid Falling Prey to Bias
3. Emulate Those Skills

Empowering Me

Micro-Learning Practice for Unlearning an Unconscious Bias

Set: Pick a bias that you often fall prey to and apply the micro-learning process of 1. Situation Awareness, 2. Skill Awareness and 3. Emulation to “unlearn” that bias.

Seek: Invest 15 minutes in watching the three linked videos on slide #4. Choose a bias you want to work on eliminating. Then review the 3 steps of micro-learning for unlearning the fundamental attribution error on slides #5 & #6. If you have chosen an alternative bias, substitute your bias for the FAE in each micro-learning step: 1. Situation Awareness, 2. Skill Awareness and 3. Emulation

Apply: For the several days, focus only on situation awareness. After 4-5 days, switch to focusing on skill awareness. If you have trouble identifying skills, you may want to augment with your own research into how people expert in avoiding the bias do it. Finally, try emulating the skill you identified.

Reflect: Were you able to successfully avoid this bias?

Reset: Repeat this skill until you can use it in a variety of situations and are satisfied with your progress. Then move on to another skill or another bias!

Select a Bias to Unlearn

Learn about some common biases:

[12 Cognitive Biases Explained - How to Think Better and More Logically Removing Bias – YouTube](#) 10:08

Learn about some the self-serving bias:

[Cognitive Biases - The self-serving bias – YouTube](#) 2:51

Learn about the Fundamental Attribution Error:

[Fundamental Attribution Error – YouTube](#) 1:04



Fundamental Attribution Error Defined

Many forms of personal bias have been identified by researchers. These biases are often referred to as cognitive biases. Cognitive biases can affect the quality of our reasoning and lead us to false conclusions—particularly when we are faced with complex issues.

One of the most common cognitive biases is fundamental attribution error. Fundamental attribution error occurs when we unfairly assume that others' behavior can be explained by personal traits (e.g., personality, values, beliefs, or feelings). When we make this assumption, we tend to ignore possible external causes (e.g., situations or relationships). For example, consider the claim, "My boss just nagged at me again. She clearly doesn't trust me and has a micro-management "need to control" problem!" Here, the boss's "nagging" is attributed to personal traits and beliefs—her inability to trust me & need to over-control. But we may have made a different judgment altogether if we had looked for and discovered external causes, such as the fact that she is under pressure from her boss to make change happen quickly, or that she has recently attended a workshop on the value of regular accountability check-ins based on a variety of new leading indicators of success.

Micro-Learning To Avoid the Fundamental Attribution Error

1. Situation Awareness

Learn to recognize situations in which you might be in danger of falling victim to FAE

Review the FAE video. Recall recent situations where you made judgements about the causes of other people's actions. How often did you consider external causes?

For several days, allow a corner of your mind to scan for situations in which you would typically judge another person's behavior. Each time one of these situations occurs, take a moment to jot down a few words describing the situation.

Then, ask yourself the following and jot down your answer: What is it about this situation that makes me want to judge this person?

2. Skill Awareness

Learn how others react in situations that invite the FAE

For the next several days, allow a corner of your mind to scan for situations in which others are making judgments about another person's behavior

Each time one of these situations occur, take a moment to jot down a few words. Include:

- a short description of the situation itself,
- a note about whether or not the individual fell victim to fundamental attribution error, and if they did not,
- any external causes they considered.

At the end of each day, take a moment or two to look over your notes. Ask yourself:

- What did I learn about the prevalence of fundamental attribution error?
- Were there any individuals whose ability to avoid fundamental attribution error stood out for me? Why? What can I learn from their behavior?

3. Emulation

Increase your skills for avoiding FAE by emulating the behavior of individuals whose skills you admire.

Gather & review list of admired skills. Select one skill to emulate until it is habit.

Each time you are in a low stakes situation where you can experiment with this skill, give it a try! A low-stakes situation is one in which learning experiments are unlikely to have important effects. You can reduce stakes by (1) practicing in "safe" contexts and (2) working on micro-skills.

Immediately after each trial, ask yourself:

- How did that go?
- What could I do differently next time? If you have time, keep a running list of your ideas.

Once you have conducted several trials, reflect upon your learning to date. Consider the following:

- What have I learned about this skill?
- Has my level of skill (virtuosity) changed? If so, how? If not, what might be getting in the way? You can get even more benefit from an emulation practice by telling a trusted friend or peer which skill you are working on so they can observe your performance and provide feedback.