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Implicit Bias and Its Impact in Decision Making



Every day, decisions are made in the workplace – including sourcing, selection, development, pay, promotions, terminations, assigning projects, constructing teams, and creating business strategy. Whether we recognize it or not, implicit bias enters into every one of these decisions. All leaders, particularly people managers, have a responsibility to ensure that their biases don't negatively impact employment related decisions.

Implicit Bias Defined

An unconscious opinion, positive or negative, we have about a group or person.

The attitudes or stereotypes that develop early in life, strengthen over time, and affect our understanding, actions, and decisions in an unconscious manner.

Reading List on Implicit Bias



Strategies for Minimizing Implicit Bias

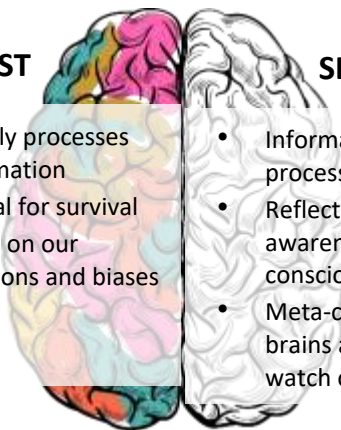
Acknowledgement – Awareness - Action

1. Acknowledge that implicit bias is human and we all have it.
2. Take note of your first impressions. ASK: Is it based on a stereotype or bias?
3. Set clear criteria directly related to the job and performance.
4. STOP, PAUSE, and THINK before making a decision. Practice mindfulness.
5. Get feedback and use data.
6. Initiate opportunities to interact with “the others.”
7. Encourage accountability.

FAST

SLOW

- Quickly processes information
- Critical for survival
- Relies on our emotions and biases
- Information processing slower
- Reflection, awareness, consciousness
- Meta-cognition— brains ability to watch ourselves think



THE GOOD NEWS: Research has found that when we are made aware of our own hidden implicit biases, a type of cognitive correction takes place and we are able to implement more controlled, unbiased