J·E·D·I
Reflection Points™
Justice, Equity, Diversity, and Inclusion Tools for Self-Reflection and Growth

SELF-REFLECTION MODULE 2:

How Biases Develop

Section 1: Values, thoughts, behaviors, and/or beliefs

Reflect and think about your experiences from when you were growing up.

1. What are three of your strongest values, thoughts, behaviors, and/or beliefs (VTBB)?).

2. What age were you when these VTBB most likely evolved?

3. For the VTBBs that evolved during childhood (if any), who were the primary influencers for each VTBB?

4. What were some of the words or actions of the influencers that supported the development of your VTBB?

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Section 2: Reflection Questions

Biases largely begin from messages we hear as children and they are further developed by how we are socialized.

1. Who are the children and adults YOU influence?

2. What messages are you sending, via words or action, that might form their values, thoughts, behaviors and/or beliefs?

3. Are there any messages you would like to adjust? Explain:

4. If you would like to make some adjustments, what are three steps you could take to begin the change process?

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TIPS

7 Tips to Manage Biases

1

Welcome consistent self-awareness of values, thoughts, behaviors, and beliefs.

2

Be mindful of first thoughts.

3

Be willing to make adjustments.

4

Create positive experiences.

5

Pause, then think logically.

6

Cultivate common ground—build relationships!

7

Do not jump to conclusions!

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