

BIAS

Understand and tackle the effects of unconscious bias

◆ ABOUT THE COURSE

This one-hour facilitated session helps participants understand how unconscious bias shapes everyday decisions - from hiring and promotions to meetings and team dynamics.

Drawing on the latest psychology, the session balances insight with action, sending people away with a practical plan to shift their behaviour.

◆ SESSION AGENDA

- 01 Intro Quiz**
Provocative statistics challenge assumptions before theory begins.
- 02 Understanding Bias**
Explore System 1 vs System 2 thinking, and why our brains take shortcuts.
- 03 Tackling Bias**
Identify how bias may show up at work.
- 04 Overcoming Stereotypes**
Reframe assumptions through the "flip" technique with real workplace scenarios.
- 05 Bias Action Plan**
Five evidence-based strategies for participants to commit to.

◆ INTERACTIVE EXERCISES

Intro Quiz

Provocative stats spark debate before the theory begins.

Brain Puzzles

Visual illusions reveal System 1 thinking in action, in real time.

Bias Brainstorm

Group exercise to surface biases beyond the nine protected characteristics.

Stereotype Flip

Pairs reframe workplace assumptions into positive alternatives.

◆ LEARNING OUTCOMES

- ◆ Understand why unconscious bias is a natural human trait, not a character flaw.
- ◆ Recognise the most common types of bias and where they appear at work.
- ◆ Apply the "flip" technique to interrupt stereotypes in the moment.
- ◆ Leave with a personal Bias Action Plan grounded in neuroscience.
- ◆ Know how to access further tools including the Harvard Implicit Association Test.

FACILITATED SESSION

This is a facilitated, discussion-led workshop rather than a lecture. Your coach guides the group through practical exercises, encourages open discussion, and creates an engaging environment where participants can share experiences, challenge their thinking and learn from one another.