

Ending Unconscious Bias: Using Neuroscience to Attain Leadership Buy-in and Engagement to Advance Inclusion

BrainSkills@Work, LLC

CHRISTUS Health.

the FORUM on workplace inclusion®

UNIVERSITY OF St.Thomas

What is Unconscious Bias?



"bias that happens automatically, is outside of our control and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences."

Unconscious bias ...is reflected in our prejudices and stereotypes that are deeply seated within us as a result of our socialization.

Sylvana Storey, PhD

Author, *The Impact of Diversity on Global Leadership Performance*



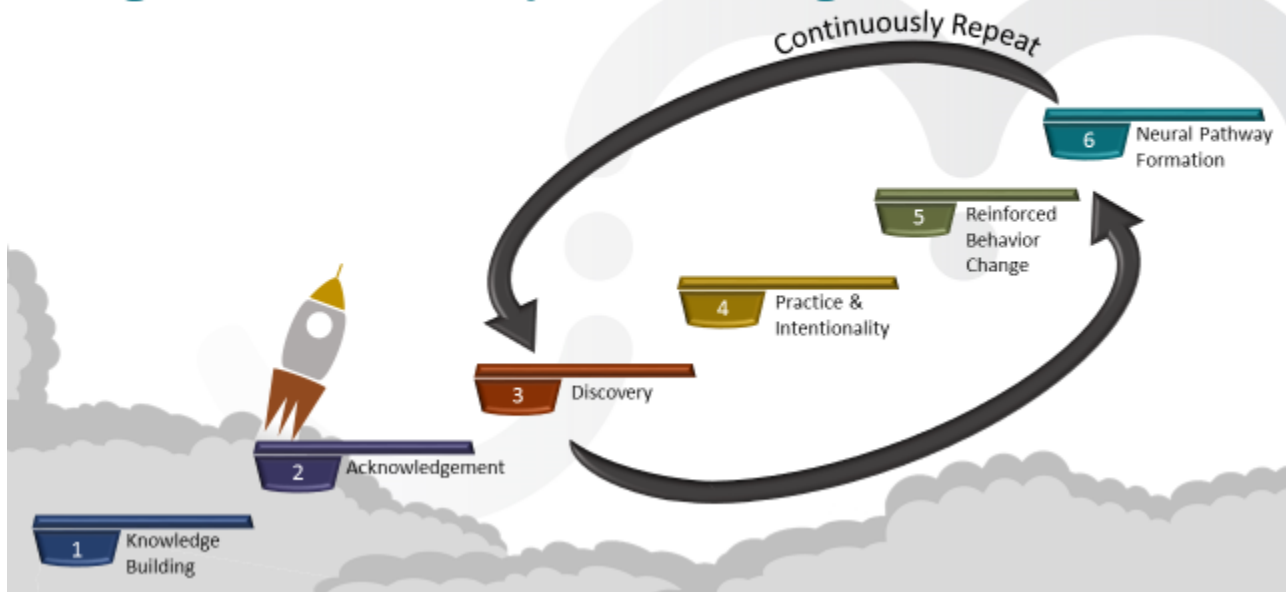
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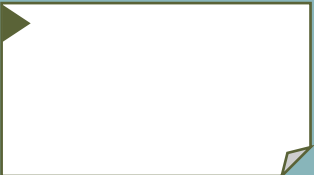

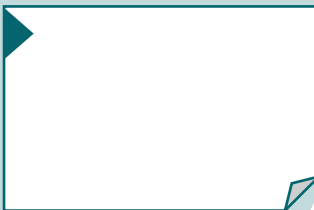
Organizational Journey to Combating Unconscious Bias

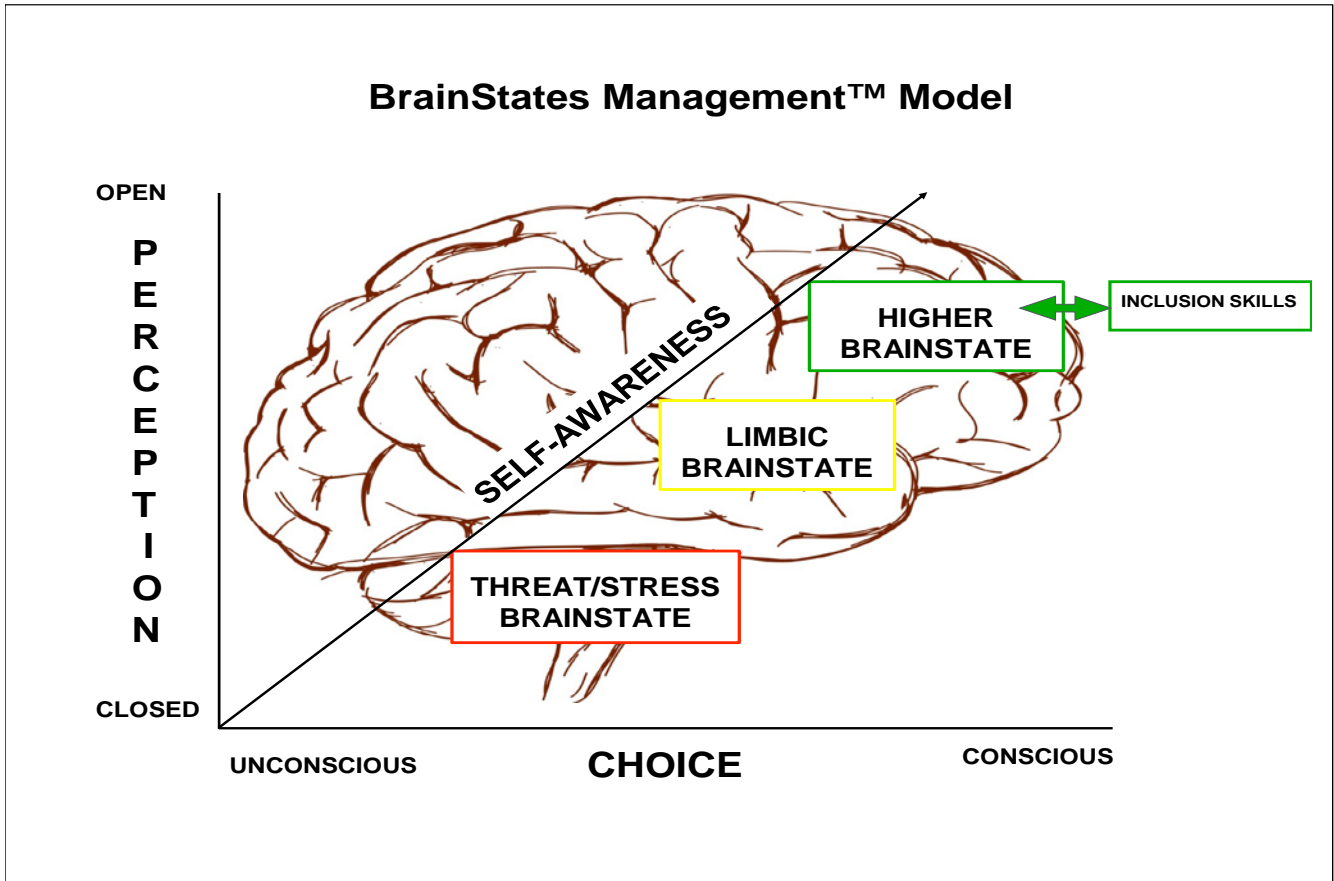


Stakeholders

Organizational Reinforcement

1		Leadership Self-Exploration Process		
2	BrainSkills Assessment (Executives)			
3		Peer Observation		
4	Incentivizing Behavior			Purposeful Diverse Applicant Pool
5	Follow-up Reinforcement/Communication		Diversity & Inclusion Award	
6	Peer Accountability Detection		Managerial Accountability Perf. Eval. & Request Candidate Diversity	



BrainStates Management™

Three Key Skills:

1. **Recognizing** BrainStates
2. **Shifting** to the Higher Brain
3. **Maintain & Maximize** the Higher Brain

Recognizing BrainStates™: Our Cues

We get information from our physical bodies, our thinking, and our emotions that we can learn to notice to gain insight into our brain state in the moment. Changes in our cues signal our fluctuating brain states.

	Higher BrainState	Limbic BrainState	Threat/Stress BrainState
Physical/Somatic Cues			
Mental/Thinking Cues			
Emotional Cues			

What are your personal cues in each brain state that can help you recognize what brain state you are in?

BrainStates Management Skill Building

Recognizing BrainStates™: Your Personal Cues

In learning to recognize your brain state, there are **three kinds of cues** to learn to pay attention to:

- Physical/somatic cues
- Mental/thinking cues
- Emotional cues

Shifting to the Higher Brain

In learning to shift to your higher brain, there are **three key strategies** to use in the moment to help facilitate a shift:

- Practice slow, steady breathing.
- Focus on the task in front of you.
- Ask yourself (and others) questions that require higher brain thinking

Maintain & Maximize the Higher Brain

In learning to maintain and maximize access to the higher brain, there are **three key strategies** to be in the higher brain more consistently:

- Be aware of and proactively manage your brain energy
- Notice when you are in the Higher BrainState and the specific qualities and characteristics of when you are your best self
- Engage positive feeling states as this stabilizes the higher brain