

WORKSHOP 'HOW DOES MY BRAIN WORK?'

Everyone has biases; appreciating people because they're different



The road to a more diverse organization where employees feel valued and respected, starts with awareness. Everyone judges everyone else.

We let participants feel and experience the effect of unconscious prejudices. Participants will work from practical examples which will give them tools to start using this within their own team and organization. We use Daniel Kahneman's 'Thinking fast & slow' model and other psychological phenomena like bias, errors of judgement etc.

Participants will be nudged, challenged on their own behavior and provided with tools to address biases in the workplace.

- Fact: everyone has prejudices, but ... there are also advantages to prejudices!
- Unconscious prejudices are errors of assessment; for example, making decisions based on a first impression or the use of stereotyping. This could lead to the adoption of a "copy" of yourself instead of the employee who has complementary qualities.
- Prejudices can be an obstacle; you look at reality with a limited perspective. This means that you do not include enough different (diverse!) perspectives in your assessment
- Fair ("unbiased") treatment, respect, appreciation and belonging are key words for being an inclusive organization.

After the workshop (1.5-2 hours) every participant will be aware of 3 essential steps:



- **ACCEPT** that everyone is prejudiced



- **UNDERSTANDS** his/her own biases



- **DO** something about it!