

## Implicit Bias: Knowing Thyself as an Instrument of Social Justice

### UNDERLYING ASSUMPTIONS AND BELIEFS

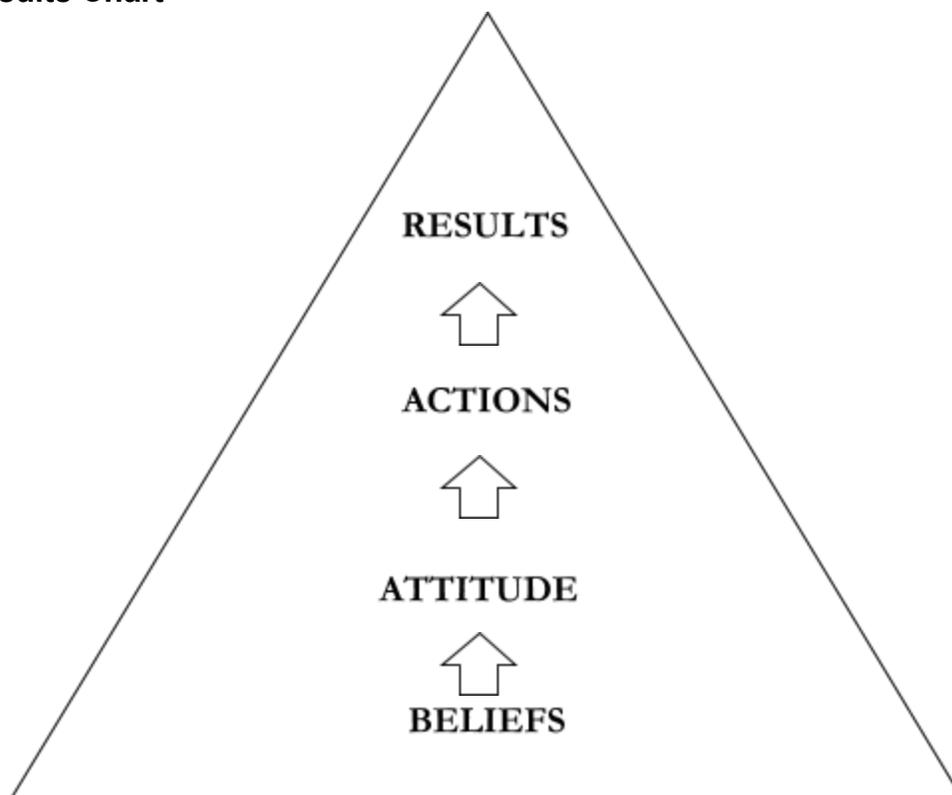
**The Influence of Beliefs** – Our beliefs can empower or limit us, and often we are unaware or unconscious of what they are or the impact they're having. As we explore and recognize our underlying beliefs, we can then choose which ones to act on going forward.

What determines our reaction to every event is not the event itself, as most people think, but our beliefs about the event. We think we look out and see the world the way it is. In actuality, we see what matches our beliefs.

All of our beliefs and assumptions lead to the actions we take, which invariably lead to the results we create. If you want to generate different results, then you need to discover what beliefs are determining your actions. Change the belief and the action/behavior changes creating different results.

Once a belief is formed, we go about collecting evidence to support that belief. Often our beliefs are deeply ingrained and we are unaware of them. However, it is empowering to recognize that it's a belief rather than the way it is.

### Beliefs/Results Chart



## **Underlying Assumptions and Beliefs- Reflection:**

List at least 3 limiting beliefs that you have regarding your profession/role/students (etc.)

What impact do those beliefs have on your attitude?

What behaviors are associated with those beliefs?

What evidence have you collected that reinforces your beliefs?

What beliefs would it support you to reset?

*“If you change your beliefs, your way of thinking, your world will change.”*

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