Goskills

A Leader’s Guide to Overcoming Unconscious Bias

GoSkills online course syllabus

Skill level
Beginner

Lessons
17

Pre-requisites
No prior experience needed

Video duration
50m

Estimated study time
50m 40s

Instructor
Netta Jenkins

Introduction

1 Biases and leadership

As a leader, it's necessary to be able to recognize your unconscious biases, the impact they can have on your teams, and what you should do to ensure your team feels it is included and equitable.

Unconscious Bias Basics

2 Defining unconscious bias

Because of how nuanced and delicate the topic is, defining unconscious bias can pose challenges.

3 Naming common biases

There are dozens of biases that show up in the workplace.

4 Why it happens

There are several reasons why humans naturally lean on their unconscious biases, whether it's for power, position, ignorance, or another reason.

5 Knowing the signs

Like with every symptom, it's important to know what the signs are so you can try to stop the spread.

The Stubborn Rock

6 Recognizing the reality

Historically, unconscious bias has been challenging to address, but it doesn't have to be.

7 Areas needing change

As diversity, equity, and inclusion continues to evolve and cements its place in the business world, leaders must ensure that it is being appropriately prioritized.

8 Ramifications of bias at work

When problems concerning bias go unresolved, it can create a toxic work environment for those around you.

9 Impact of bias on leadership

Letting bias get in the way of your thinking can be especially detrimental when you are working in a management or supervisory role.

Shifting Your Mindset

10 Building awareness

A natural first step towards overcoming unconscious bias is about building your awareness of the biases you have.

11 The beginning of change

Combating bias starts with self reflection and is driven by your interest and enjoyment.

12 Functional diversity

One of the most impactful ways to eliminate your unconscious biases is by incorporating a strategic mindset to diversity.

A Leader's Role

13 Mitigating bias

Leaders are in the perfect position to play an active role in calling out and mitigating biases at work, because they can model this behavior for their teams.

14 Psychological safety

In addition to creating negative work environments, issues with bias can have both a short and long-term impact on your relationships with others.

15 Fostering openness

When there are open lines of communication and transparency amongst colleagues, they are more likely to feel comfortable addressing a problem with bias.

16 Building an ecosystem of trust

All companies must develop an ecosystem of trust so all employees can feel comfortable addressing critical issues.

Conclusion

17

True leaders

Thank you for watching this course!

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