

To sustain the things that enhance our wellbeing....



...we must explore the things that undermine our wellbeing

Make tackling the tricky stuff a central part of your workplace wellbeing strategy.

Unconscious bias, stigma and inequality are powerful forces at play in all of the environments we operate in.

At work, they often exist under the radar and despite everyone's best efforts to create psychological safety, they have a sneaky way of undermining all our hard work.

To make things even trickier, they can feel really uncomfortable to engage with... but they're all around us and they need equal (if not more!) attention than all of our 'wellbeing' resources and activities.

I offer individuals and workplaces the opportunity to create safe spaces that enable us to explore, understand and then challenge these areas; enabling people to really get to the root of what brings true inclusion.

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Types of Unconscious Bias:

Affinity Bias – when we treat people more favourably, simply because they are like us, or others we like (shared commonality such as our appearance, where we come from, our accent, our schooling, work history, etc).

Confirmation Bias – the tendency to look for or favour information that confirms beliefs we already hold.

Attribution Bias – the tendency to explain a person's behaviour by referring to their character rather than any situational factor.

The Halo Effect – thinking more highly of someone after learning something impressive about them (and conversely the **Horns Effect** – perceiving someone negatively after learning something unfavourable about them).

Anchor Bias – holding onto an initial piece of information about someone and deferring to it more than any new pieces of information received.

There are many more [examples](#)... hindsight bias, status bias, gender bias, name bias, ageism, beauty bias, height bias, authority bias.

“You can't break a cycle you don't understand to begin with...”

Some resources:

- enei [animation](#) (3min watch)
- NPR ShortWave [Podcast](#) (13min listen)
- Catalyst [Blog](#) (5min read)
- Kori Carew [TEDx](#) (19min watch)
- Valerie Alexander [TEDx](#) (17min watch)
- Sway [book](#) by Professor Pragya Agarwal