






# Practice Tool: Preventative Measures for Breaking Bias

Preventative Measures are actions you can take, or processes you can put in place for yourself or your team, that remove or compensate for the **triggers** that activate bias in the brain, **before** bias has a chance to undermine a decision.

## The Triggers of Bias:

<b>Similarity trigger:</b>	Differences between evaluator and employee
<b>Expedience trigger:</b>	Deciding quickly
<b>Experience trigger:</b>	An absence of other points of view
<b>Distance trigger:</b>	Remote people, projects, and outcomes
<b>Safety trigger:</b>	Threat of potential loss

## Examples of Preventative Measures for each type of Bias:

	<b>Similarity</b>	<b>Preventative Measure</b>
	Hiring by a team that is diverse	Similarity biases "cancel out"
	<b>Expedience</b>	<b>Preventative Measure</b>
	Ask team to slow down & take more time with key decisions	More time to think and not take shortcuts
	<b>Experience</b>	<b>Preventative Measure</b>
	Always get a second opinion before you invest	Gives you another perspective
	<b>Distance</b>	<b>Preventative Measure</b>
	Use business travel opportunities to connect deeply with remote people and projects	Reduces the sense of distance between you
	<b>Safety</b>	<b>Preventative Measure</b>
	Whenever a decision involves significant risk, ask for the opinion of outsiders who will not be impacted by the decision	Their threat network won't be activated



## Activity:

For each bias, name a Preventative Measure that **YOU** will commit to:

Similarity
Expedience
Experience
Distance
Safety