Debiasing Techniques

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Biases

Bias is normal, but it's not acceptable

Implicit Biases

Prejudice in favor of or against a thing, person, or group

They can keep us safe but often do more harm than good

Helped us adapt but have drawbacks

Can be unconscious or conscious

Types of Biases

Unconscious

Psychophysically based - Non-linear translation of stimuli in judgment and evaluation

Association based-Activation of conceptually or semantically associated cognitions

Conscious

Strategy based- Inappropriate rules

Common Biases

- Anchoring bias- Relying too much on the first piece of information you learn or hear
- Blind-spot bias- Recognizing bias in others, but failing to recognize it in yourself
- Confirmation bias- Listening to and trusting only information that confirms your beliefs
- Negativity bias- Focusing on negative events at the expense of positive or neutral events
- Outcome bias- Judging or evaluating a decision based solely on the outcome

Debiasing

Debiasing is designed to force us out of pattern recognition and into more deliberate thinking.

Three conditions:

1. Intention
2. Attention
3. Time

Why is it important for advisors?

Treat each student as an individual

More impactful at our jobs and personal lives

Improve decision making

Debiasing Trainings

Consider the Opposite

What are some reasons that my initial thought or judgment is wrong?

Visualize different scenarios

List about 5 opposites

Stereotype Replacement

Recognize when your thinking is stereotypical

Why did it occur?

Replace that thought with a counter example

Individualize

Avoid making a snap decision based on a stereotype.

Obtain more information on specific qualifications, past experiences, etc. before making a decision.

Practice making situational attributions rather than dispositional attributions

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