**Implicit Bias Goal Setting Worksheet**

Date:

The Harvard Implicit Bias Assessments offer insight into potential bias - but should be taken more than once for validation. And results change over time! However, taking an assessment even once offers the chance to open our minds to the possibility of our own bias. Let’s create a conversation around bias! Your own experience is a great place to start.

Use this goal-setting sheet to “get real” about your bias experience and begin a change immediately! Or, set a goal to continue or strengthen what you *are already doing* to drive greater equity! Looking at your upcoming calendar for opportunities to explore new ways of engaging with others is a Best Practice to try.

One of your goals could even be to reach out to PFA’s Diversity, Equity, and Inclusion Initiative at [dei.professionalfraternity.org](https://dei.professionalfraternity.org/) to give us feedback or learn more about how to get further involved.

Key Discoveries from my Implicit Bias Testing results:

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Were there any surprises?

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As a reminder from the PFA DEII Implicit Bias Podcast, here are a few areas to consider:

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| **Declare my positive intentions**  **Acknowledge others effectively**  **Manage my non-verbal messages**  **Find common ground** | **Open lines of communication**  **Practice deep empathy**  **Listen for others’ “highly valued criteria”**  **Use more inclusive language** |



“Do the best you can until you know better. Then when you know better, do better.” Maya Angelou

| What is your personal goal or organizational goal? | What actions or strategies will you use? | How will you measure your success? |
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| 1 |  |  |
| 2 |  |  |
| 3 |  |  |

*Use this worksheet to set a few personal goals, build an action plan and*

*determine how you will measure progress and success.*