



Empowering People to Connect, Create,  
and Innovate Across Cultural Lines

## BUILDING BEYOND BIAS™

### INTERCULTURAL BELIEFS AND BIAS TRAINING

Having an open mind is the #1 indicator of a highly creative thinker as well as a highly culturally competent person. This two-hour training facilitates the mental development of identifying and dismantling prejudging mental blocks that inhibit open-mindedness and empathy. This training focuses on unconscious bias training, which includes cultural bias, creative biases, and other cognitive biases that affect decision making, hiring, promoting, and building interpersonal relationships. We teach mental tools for leaders and team members to manage and adjust for biases, unconscious beliefs, and self-limiting creative restraints.

- Team members will understand how bias is formed in the unconscious mind and recognize the difference between affinity bias, confirmation bias, social comparison bias, and attribution bias in decision making and creative ideations.
- Through the use of the Diversity Diamond, team members identify and discuss dominant and non-dominant positions on self-identified cultural demographics that influence life and work experiences.
- Team members will employ tools to give and take feedback around biased behavior and use language and phrases that increase belongingness and creative ideation success.

### BUILDING BEYOND BIAS™ INCREASES CREATIVE CONNECTIONS

■ Two Hour Interactive Session – This training challenges team members to increase self-awareness and critically examine personal unconscious bias and decision-making biases through creative engaging activities and safe discussion platforms. Our training extends past self-awareness to equip trainees with tools to manage bias and engage in behavior change. Our training incorporates artistry methods and cognitive creative thinking strategies to improve understanding of one's-self and others. Exciting creativity boxes are included in this session.

