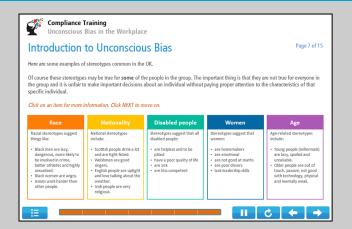
## **ENGAGING, RELEVANT, COST EFFECTIVE TRAINING**

# **Unconscious Bias in the Workplace**





Our Unconscious Bias online training course explains the impact of unconscious bias on individuals and organisations. It describes some different types of bias and highlights ways that individuals can start to reduce bias in themselves and organisations can prevent bias from operating in the workplace.

The course is for employees in any workplace environment, to help them understand the impact of unconscious bias on themselves, their colleagues and the organisation.

The approximate duration of this training is 1 hour.

### **PURCHASING FOR YOUR ORGANISATION**

If you are buying for your organisation rather than for yourself, it is simple for you to add learners, assign training and print certificates. You will have a dashboard to monitor learner progress and attainment.

Our training licences **don't expire** and are only assigned to a learner the first time they launch the training. Substantial discounts are applied to bulk purchases and annual licences are also available.

The course has been certified by the CPD Certification Service.

The assessment is generated from question banks so that the questions change each time a candidate takes the assessment – making the training suitable for initial and refresher training.

There is no limit on the number of attempts at the assessment and informative feedback is given so candidates can learn from their incorrect responses. A certificate, with the CPD logo, is available for download on successful completion of the assessment.

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## **ENGAGING, RELEVANT, COST EFFECTIVE TRAINING**

# **Unconscious Bias in the Workplace**

#### INTRODUCTION TO UNCONSCIOUS BIAS

- Stereotypes and how they influence behaviour
- The ways in which unconscious bias impacts decisions and affects some groups more than others
- The impact that unconscious bias can have on a business

### **BIAS: AFFINITY, NAME, CONFORMITY AND CONFIRMATION**

- Affinity bias
- Name bias
- Conformity bias
- Confirmation bias

### **BIAS: PERFORMANCE, ATTRIBUTION, LIKEABILITY AND MATERNAL**

- Performance bias
- Attribution bias
- Likeability bias
- Maternal bias

### THREE EFFECTS - HALO, HORNS AND CONTRAST

- The Halo effect
- The Horns effect
- The Contrast effect

#### **MOVING FORWARD**

- The limitations of unconscious bias training
- Ways you can reduce your own bias
- Ways of reducing the impact of bias on recruitment and other business processes

