

Exploring Unconscious Bias

Organisation X asked each senior leader to take the unconscious bias test. Based on the results of the test a trends analysis report was prepared and the senior leaders were invited to a strategy session to de-brief their collective results and develop a strategy for managing unconscious bias in their organisation.

The workshop lasted for 2.5 hours and leaders were encouraged to consider their individual results as well as identify risk areas for where the organisation may be more prone to allow bias to creep into decision-making.

The workshop facilitator encouraged the leaders to consider what good would look like and the steps required to achieve that aim.

RoCaro is licensed to use the Implicitly System via Hogrefe to test Unconscious Bias for the following protected characteristics:

Ethnicity:	White and Black Asian and White White and South East Asian White and BME
LGBT:	Heterosexual and Gay Men Lesbian and Heterosexual Women
Disability:	Disabled and Non-Disabled
Gender:	Male and Female Leadership – Male and Female
Age:	Older and Younger

The test enables participants to take a simple online test that identifies the likelihood that bias in relation to that particular characteristic exists.

Individual Bias Coaching Package

If you are interested in understanding your biases, we offer a unique service which includes unconscious bias testing, a detailed report, beating bias checklist and a debrief coaching service.

£150.00 plus VAT

Organisational Testing

1. You identify key individuals in your business who would benefit from unconscious bias testing. We recommend key decision-makers, senior leaders and people and recruitment managers.
2. You choose which tests from the list above that you would like each participant to take.
3. Each participant will receive an email from RoCaro with a link to the relevant tests and instructions on how to complete them.
4. Upon completion, participants will receive their results and a beating bias checklist.

Investment

- Admin fee for up to 100 tests
- Individual tests

£150.00 plus VAT

£15.00 plus VAT

Optional Extras

- An organisational trend analysis report for groups of 20 or more individuals
- Individual beating bias coaching sessions

£150.00 plus VAT

from £50.00 plus VAT

Booking process

To place an order or find out more email your requirements and queries to team@rocaro.co.uk

www.RoCaro.co.uk

As part of his leadership development Mr Y recognised that he needed to become more self-aware. To help him to identify areas where he could develop his “people” skills he opted to do unconscious bias testing relating to his attitudes towards gender.

The results of the test showed that he had a high likelihood of making decisions that were biased in favour of men.

To help him mitigate the impact of these results he had a coaching call to help him to do scenario planning and identify the times when his bias may have impacted on his decisions.

He created a personal action plan to introduce objectivity into his decision-making and then had a follow up call with his coach six months later.