

**“HOW YOU ARE KNOWN, HOW YOU
LOOK AT OTHERS, AND WHY IT
MATTERS”**

MAIN THEMES...

- Single Story Narrative
- Multiplier vs. Diminisher
- Implicit Bias

HOW YOU ARE KNOWN...



CHIMAMANDA ADICHIE AND “THE DANGER OF THE SINGLE STORY NARRATIVE”



LIZ WISEMAN: THE POWER OF NOT KNOWING...



ARE YOU A MULTIPLIER OR A DIMINISHER?

- **Diminishers:** Give directives. They think they have to be involved.
 - Most are not jerks! They think they are doing a really good job leading.
 - Create spectators rather than true followers.
 - Idea guy, always on, rescuer, pacesetter, rapid responder, optimist
 - Overlook problems. Hard on people

ARE YOU A MULTIPLIER OR A DIMINISHER?

- **Multipliers:** Identify opportunities and empower others to stretch. They believe others are smart and will figure it out.



THE POWER OF NOT KNOWING...

- Our knowledge can blind us to the capability of others... Only 15% of what we know today will be relevant in 5 years...
- How people with experience and people without experience approach a problem... People with experience have shortcomings...
- With experience we develop mental shortcuts...
- The more experience we have, we then see what we expect to see...

It doesn't matter in what order the letters in a word appear, the only important thing is that the first and last letter are in the right place. The rest can be a total mess and you can still read it without problem. SIMILARLY, YOUR MIND IS READING THIS AUTOMATICALLY WITHOUT EVEN THINKING ABOUT IT.

I am at my best when I know the
least and when I step out of the
place of knowing.

HOW YOU LOOK AT OTHERS...



IMPLICIT BIAS...

Implicit Bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

IMPLICIT BIAS TEST...

- Steps to Take the Test:
 - <https://implicit.harvard.edu/implicit/takeatest.html> or Google search “Implicit Bias Test”
 - Take a Test
 - I Agree to Proceed
 - Gender-Science Implicit Association Test

WHY IT MATTERS...

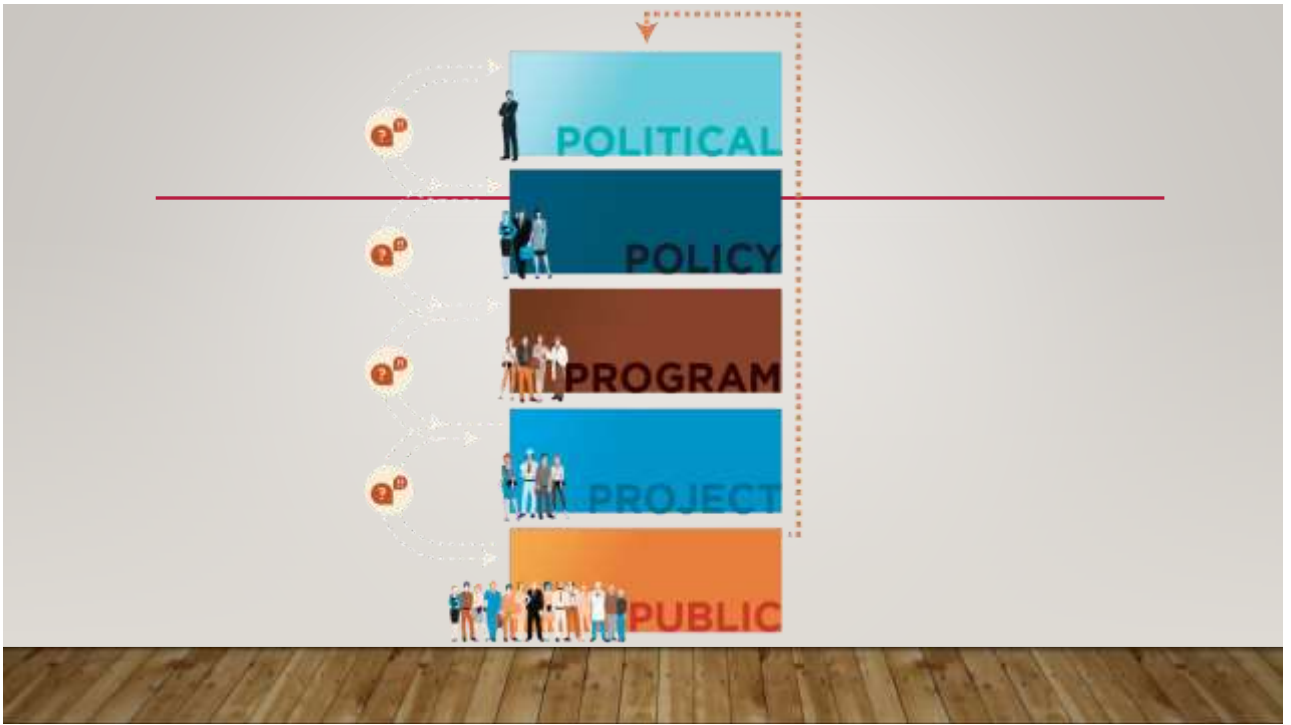
Project Development Cycle



WHY IT MATTERS...

Project Development Cycle





5P'S



TOOLS...

- First step is to acknowledge your bias and how it impacts your relationships and experience with others.
- Incorporate Assessments into your work. Assess before key meetings and projects.
- Incorporate After Action Reviews into your work. In real time with all key participants present, review together, assess, document, adjust and implement.

TOOLS... (CONTINUED)

- Perform a 360 Feedback and follow-up with a coach.
- Express to an accountability partner your goals of tackling your implicit biases.
- Ask more questions... **POWER IS IN ASKING GREAT QUESTIONS!**
- Admit what you don't know... Everyone is afraid of being discovered for not knowing as much as they think others think they know!
- Check yourself when you ruminate or have negative fantasy's.