

Assistant Coach Immersion Program

Let's Talk About Biases with Christina Salerno & Celia Slater



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Definition: a particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned. Bias, prejudice means a strong inclination of the mind or a preconceived opinion about something or someone. A bias may be favorable or unfavorable: bias in favor of or against an idea.

It's impossible to remove all bias, and not actually constructive. We are taking in TONS of stimulus and information, most we are not even aware of. We have built in filters for processing and making decisions. Our bias is part of this filtration system.

However, our bias is destructive when we are not conscious of this occurrence and let our bias dictate our decisions and potentially push away, neglect, or mistreat something or someone we don't have an understanding of.

When we judge, often at an unconscious level, we tune ourselves out from people who are different.

The key is to move from judgment to discernment. We're always making choices, discerning between going left or right. A judgment has a story attachment - associating whether it's good or bad to go left or right. Discernment has more objectivity and empathic perspective.

Spiritual Law of Reflection: says that the traits you respond to in others, you recognize in yourself, both positive and negative. It has four primary manifestations:

1. That which you admire in others, you recognize as existing within yourself;
2. That which you resist and react to strongly in others is sure to be found within yourself;
3. That which you resist and react to in others is something which you are afraid exists within you; and,
4. That which you resist in yourself (our wounds), you will dislike in others.

"If something triggers you, it is yours to deal with. Watch projections and accept responsibility that your reactions are not based on someone else's actions but on something within you that needs attention." - Lena Stevens, [The Power Path](#)

“Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.” - Viktor Frankl, [neurologist and psychiatrist](#)

Recognizing bias:

Past - Identify major bias both negative and positive through self-inquiry. [outside perspective is important as well, but a bit trickier to find someone trusted and perceptive]

Present - Practice mindfulness of the moment to notice when you are moving quickly to respond based on patterning.

Future - Clarify your core values from which you can make decisions that are more open, compassionate, and loving.

Antidotes to judging:

- kindness :: proceeding from a desire of doing good to others
- vulnerability :: willingness to not knowing or being wrong
- curiosity :: being open to learning or discovering
- empathy :: seeing from another’s perspective
- acceptance :: fully allowing without attempt at changing

Questions for self-inquiry:

- When do I get nervous?
- Which situations make me uncomfortable?
- Which situations am I so comfortable in that I go on “auto-pilot”?
- In which areas do I have less experience?
- Which type of person do I gravitate towards?
- Which type of person do I tend to resist?

Finish this sentence to find patterns of bias:

- I always _____. They always _____. When ___ happens it always means _____.
- I would never _____.
- I don’t like it when _____.
- I love it when _____.

Questions for mindfulness:

- What am I noticing?
- How am I feeling right now?
- What might this say about me?
- What is this reflecting back to me that I need to look at?
- The Story I’m making up right now is _____