

When to PAUSE

- ✓ You have a strong emotional or physical reaction
- ✓ Someone else has a strong emotional or physical reaction
- ✓ You come to a complex decision very quickly based on limited data
- ✓ Your group comes to a complex decision very quickly based on limited data



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PRESS PAUSE™

to Disrupt Everyday Bias

P Pay attention



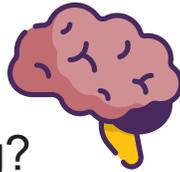
INTERNAL

- > How am I feeling?
- > What am I experiencing in my body?

EXTERNAL

- > What data did I observe?
- > What data did I overlook?

A Acknowledge your assumptions



- > What assumptions am I making?
- > What story am I making up?

U Understand your perspective



- > What from my past does this remind me of?
- > What learned messages influence my perspective of this situation?
- > How do my group identities influence my experience of this situation?

S Seek different perspectives



ASK YOURSELF

- > What else could be true?
- > What does this look and feel like from different points of view?

ASK OTHERS

- > Are my assumptions valid?
- > What could I do differently?

E Examine your options and make a decision

WHICH ACTIONS WILL I TAKE?

- > Talk to the individuals impacted
- > Change my behavior
- > Change the process
- > Encourage others to PAUSE

