

2022-23



SMP 2022
2023

Staff Mentoring Programme



WORKSHOP TWO

RESOURCES

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Examples

(Feel free to use your own language for your identities.)

- Gender
- Sex
- Race
- Bi/Multiracial
- Ethnicity
- Affiliation to a cause
- Body Size/ Type
- Marginalized Group: social identity groups that are disenfranchised and exploited
- Sexual Orientation
- Religion/Spirituality
- Social Class
- Age
- (Dis)Ability
- Nation(s) of Origin and/or Citizenship
- Tribal or Indigenous
- Privileged Group: social identity groups that hold unearned privileged in society

Questions to help you think about how your identities affect how you see the world

1. Identities you think about most often
2. Identities you think about least often
3. Your own identities you would like to learn more about
4. Identities that have the strongest effect on how you perceive yourself
5. Identities that have the greatest effect on how others perceive you
6. The biases and prejudices your identity give you

Our Identity & Work

It is a really good idea to find a job that matches your identity and values - as we said in Workshop one. Think about if your identity is reflected in what you do at work.

We must also remember to bring our whole identity to work and be authentic. We discussed the benefits of diversity, that is diversity in all forms, and the differences that make us special also bring a diversity of thought to your organisation and prove insightful.

Identity and Working with others

In work, it is important to think of others as that make up of different bits like our own. While bring diversity of thought, so do colleagues and others we work with.

Also, it is really important to think about our tenants as individuals, with different needs, beliefs and values. These also need to be respected and recognised.

Identity and balance

Think about how your identity impacts on the balance in your life. If things like family are important to you, make time in your week for that. If you find it important to be alone, schedule that in too.

There are lots of ways to investigate your personality and identity, there are so many I don't want to recommend one, but it might be worth looking at Myers-Briggs tests and others.

Living in an unequal society, even one that is trying to improve the inequality, layers our minds and our subconscious with opinions and biases that we may not even know we have.

For example, the majority of white people I know are not overtly racist, would never think explicitly that they are better than a person of colour, nor would call names or refuse service etc due to the colour of the skin. However, we were all brought up in a society where there is racism, that is embedded into the centuries of our history, media and culture.

Unfortunately, this may come out in our interactions with people of colour. We would not be overtly racist, but may ask a question, respond to a statement or assume something about the person due to their colour. This is unconscious bias.

We all have it, in different ways.

How can we deal with it?

The first step is to acknowledge it exists, and to examine your thoughts, feelings behaviours and actions for prejudice and biases.

As an individual, it can be important to recognise and understand what biases you may have. It can be helpful to have discussions with others to explore biases.

When making decisions, take your time and do not rush. Ensure that you justify decisions by considering the evidence available, and record the reasons for your decisions. Making decisions together as a team can help mitigate the biases of one individual. Be open to conversations and challenges around decisions and potential biases.

Affinity or similarity bias

This bias can be described as the tendency to favour people who are like you in some way. For example, when hiring people, we may favour candidates who are similar to us or seem familiar, considering them a 'good fit' for the team. Instead, we should value diversity and be asking 'what will this person add to our team?'



Confirmation bias

Once we make a decision or form an opinion, we tend to look for, and value, further information that confirms this. You can think of confirmation bias as 'cherry picking' or 'wishful thinking'. We may end up interpreting things in a certain way, or ignoring other information that contradicts our confirmation bias. This can cause problems in the workplace if we fail to notice an issue or make misjudgements.



The halo effect

This occurs when one perceived positive feature or trait makes us view everything about a person in a positive way, giving them a 'halo'. However, we may not actually know that much about a person, and the halo effect can lead us to ignore other aspects. This is something to consider when making formal assessments for example. The 'horn effect' is the opposite - when we focus on one particularly negative feature.

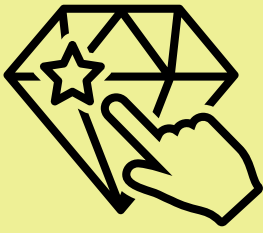


You can explore your unconscious bias in this experiment by Harvard University:

<https://implicit.harvard.edu/implicit/>

UNCONSCIOUS BIAS

Imposter syndrome can be broken down into five basic types:



The Perfectionist.

This type of imposter syndrome involves believing that, unless you were absolutely perfect, you could have done better.



The Expert.

The expert feels like an imposter because they don't know everything there is to know about a particular subject or topic, or they haven't mastered every step in a process.



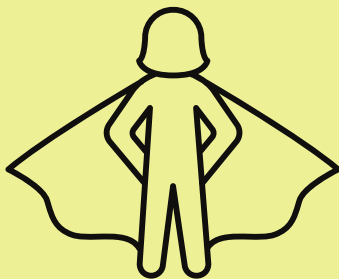
The Natural Genius.

In this imposter syndrome type, you may feel like a fraud simply because you don't believe that you are naturally intelligent or competent.



The Soloist.

It's also possible to feel like an imposter if you had to ask for help to reach a certain level or status.

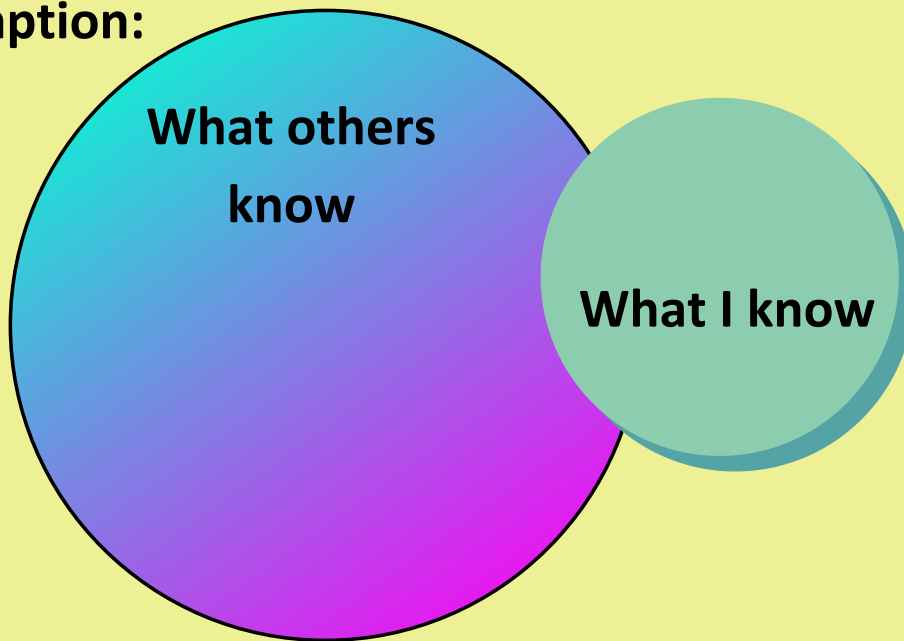


The Superperson.

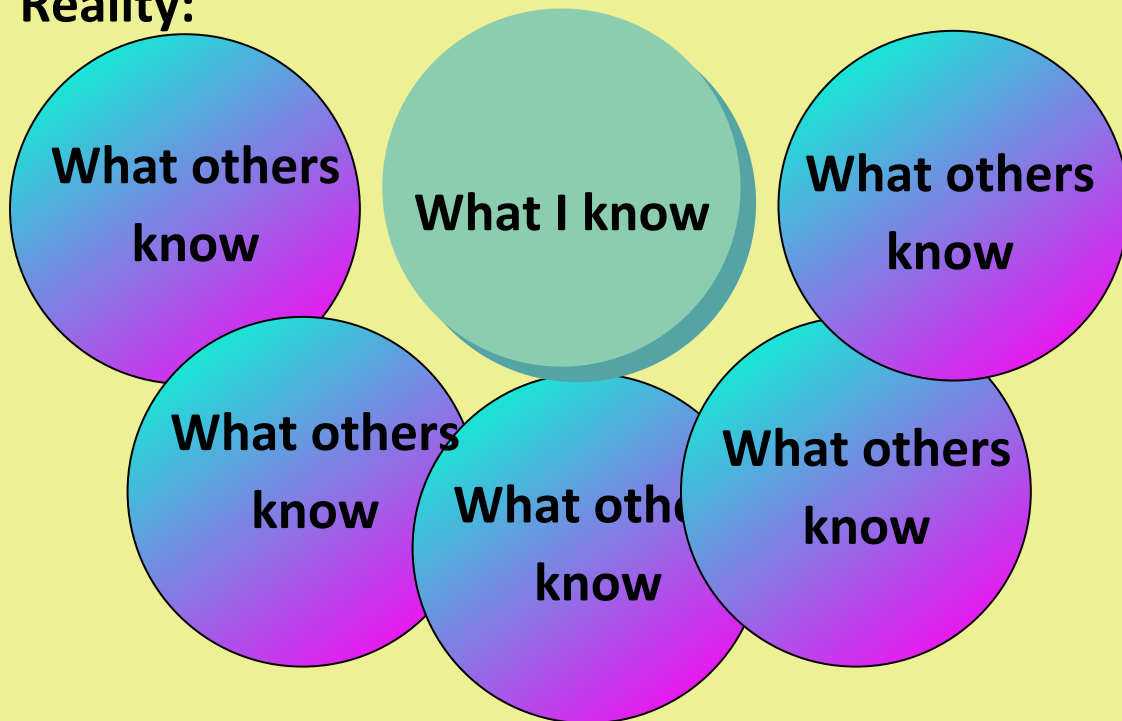
This type of imposter syndrome involves believing that you must be the hardest worker or reach the highest levels of achievement possible and, if you don't, you are a fraud.

IMPOSTER SYNDROME

Assumption:



Reality:



- Share your feelings.
- Focus on others.
- Assess your abilities.
- Take baby steps.

- Question your thoughts.
- Stop comparing.
- Use social media moderately.
- Stop fighting your feelings.
- Refuse to let it hold you back.

EMOTIONAL INTELLIGENCE

Emotional intelligence (EI) is the ability to perceive, interpret, demonstrate, control, and use emotions to communicate with and relate to others effectively and constructively. This ability to express and control emotions is essential, but so is the ability to understand, interpret, and respond to the emotions of others.



Signs of Emotional Intelligence

- An ability to identify and describe what people are feeling
- An awareness of personal strengths and limitations
- Self-confidence and self-acceptance
- The ability to let go of mistakes
- An ability to accept and embrace change
- A strong sense of curiosity, particularly about other people
- Feelings of empathy and concern for others
- Showing sensitivity to the feelings of other people
- Accepting responsibility for mistakes
- The ability to manage emotions in difficult situations

Explore your emotional intelligence with this short quiz:

<https://www.verywellmind.com/how-emotionally-intelligent-are-you-2796099>

Here are some TED Talks to listen to/ watch to help you investigate your sense of self:

Get comfortable with being uncomfortable | Luvvie Ajayi

How to build your confidence – and spark it in others – Brittany Packnett

Amy Cuddy – Your body language shapes who you are

Dr Ivan Joseph – The skill of self confidence

Adam Galinsky – How to speak up for yourself

Andy Puddicombe – All it take is 10 mindful minutes

Isaac Lidsky – What reality are you creating for yourself

Yassmin Abdel-Magied- What does my headscarf mean to you?

Simon Sinerk- How great leaders inspire action?

Tony Robbins – Why we do what we do?

Susan Cain – The power of introverts

If you have any suggestions you want to share with us all of Ted Talks you have enjoyed, email them in to us or start a conversation on Pushfar!

RECOMENDED POD CASTS



A playlist of podcasts on Emotional Intelligence:

<https://open.spotify.com/playlist/7uEpTwnqAyhAkv9r9Uftnb>

Identity Podcast:

<https://open.spotify.com/show/2xPOrQfDjjQJJjOn3q3ePb>

Find your Identity Podcast:

<https://open.spotify.com/show/6NyPONwmHol6kt7lKylk7>

ReWorked Podcast

<https://open.spotify.com/show/5BozTQtXS3GzbFWjjucDij>

ADDITIONAL AND FREE ONLINE TRAINING THAT IS AVAILABLE

ONE OF MY MOTTOS IS **"EVERY DAY IS A SCHOOL DAY"**

Continual learning through our lives happens naturally, if we are open to it, but there are a lot of free options out there to get additional learning and development.

Here are a few examples:

OpenLearn is the free courses from Open University and has thousands of free courses for you to choose from.

Here are a selection that might be useful to you at the moment, but there are plenty to have a look at:

<https://www.open.edu/openlearn/>

KEEP LEARNING



RELATIONS

[illegible]

Don't hesitate to get in touch if you want more information or support during your journey:

General queries to HDN and the Mentoring team;



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