Surfacing
Bias and Triggers

Recognize and manage unconscious biases and emotional triggers to foster a culture of empathy and awareness. This module covers combating stereotypes, developing empathy, and managing personal responses to triggers.

Understand the Unconscious
Recognize the unconscious mind's influence on behavior.

Counter ANTs with PETs
Replace Automatic Negative Thoughts with Positive Empowering Thoughts.

Identify Triggers
Notice triggers that evoke strong emotional responses.

Use Different Empathy Types
Experience cognitive, emotional, and compassionate empathy.

Respond Consciously
Make conscious decisions when triggered.

Practice Empathy
Use empathy to combat stereotypes and understand others.

Top 10 Teaching Points

1
Your unconscious refers to the parts of your mind that contain thoughts, memories, opinions, and desires that are not currently in your awareness, but influence your emotions and behaviors.

2
Automatic Negative Thoughts, or ANTs, are thoughts that pop up in response to a situation that influence your perception of it in a negative way.

3
ANTs can be countered by PETs, or Positive Empowering Thoughts.

4
Triggers are words, actions, or situations that produce an usually strong emotional response in us based on negative past experiences

5
Acting on triggers can lead to unintended results, so it's key to notice when a trigger has been set off so that you can make a conscious decision about your response.

6
A stereotype is defined as a generalized and oversimplified belief about a group of people.

7
Triggers can contribute to stereotyping when specific events or stimuli activate pre existing biases.

8
Stereotyping isn't something that only bad people do—it's our brain taking a shortcut. Instead of judging ourselves, we simply need to recognize that these shortcuts aren't always appropriate, especially when we have a consequential decision to make.

9
An important tool for fighting stereotypes is empathy, which is the capacity to understand and share the feelings of another person.

10
You can experience empathy in a variety of ways: cognitive empathy, emotional empathy, and compassionate empathy.

KEY TAKEAWAYS

01 Recognizing and Countering ANTs

02 Understanding and Combating Stereotypes

03 Developing Empathy

04 Learning from Past Trauma

05 Managing Triggers