



PERSONAL ASSESSMENT TOOL: **IMPLICIT ASSOCIATION TEST**

The following Implicit Association Test provides an assessment tool for you to get a glimpse into one's unconscious and conscious biases.

The test, as well as possible interpretations, were developed by a number of Universities, including the University of Washington, University of Virginia, Harvard University and Yale University. However, these Universities, as well as the individual researchers who have contributed to the Implicit Association Test website, make no claim for the validity of these suggested interpretations.

You could access the tool on the following website

Implicit Association Test

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



Artwork by Dalila

THIS **TOOL** IS USEFUL IF YOU UTILIZE THE INFORMATION TO INSPIRE BEHAVIORAL CHANGE. WE HIGHLY SUGGEST YOU FIND A WAY TO PERSONALLY PROCESS YOUR RESULTS THROUGH INTROSPECTION, JOURNALING AND CONVERSATION.

» THINGS TO CONSIDER WHEN GIVING FEEDBACK

- 1.** Consider the readiness of the recipient. Feedback is most useful when the recipient has solicited the information, rather than having the information imposed on him/her. In the absence of solicitation, give feedback at a time when the receiver appears to be in a condition of readiness to accept it. Do not tell the recipient more than they can handle at any particular time.
- 2.** Direct the feedback toward behavior the recipient can do something about. Frustration is only increased when a person is reminded of some shortcoming over which they have no control.
- 3.** Give feedback in a manner that communicates acceptance of the dignity of the receiver. Do not be threatening or judgmental.
- 4.** Present perceptions, reactions, and opinions as such and not as facts.
- 5.** Be aware of your own and the recipient's body language.
- 6.** When encountering rising defenses or emotional reactions, address these reactions rather than trying to convince or persuade. Encourage the recipient to share his or her feelings about the feedback.
- 7.** Check that the recipient has heard and understood the feedback. Ask the recipient to try to rephrase the feedback to see if it corresponds with what you intended to say.
- 8.** The receiver has a right to decide whether or not they want to accept the feedback and/or change.
- 9.** Consider your own role in creating the particular problem. Is there anything you can do to help resolve it?
- 10.** Remember to notice when the recipient's behavior has changed. Avoid holding onto previous perceptions of the individual once they have changed the behaviors in question.

» HOW TO RECEIVE FEEDBACK

1. Request feedback from people you trust and who will be honest.
2. Listen carefully and paraphrase what you hear.
3. If the feedback is general, ask for-and offer- recent specific examples.
4. Try not to let defenses build, but mentally note questions or disagreements.
5. Gather additional info from other sources by observing your own behavior and others' reactions to it.
6. If the feedback is given a helpful way, that the person for their concern and advice.

Do not over react to feedback. Where willing and able, modify your behavior in suggested directions and evaluate the outcome.



Artwork by Dalila Mendez

How to Give and Receive Feedback:

Adapted materials from National Conference for Community and Justice