

BEYOND BIAS

**12 QUESTIONS THAT SUPPORT THE PRACTICE OF
INDIVIDUATION**

List the names of at least five co-workers and/or people in your personal life who you view as different with respect to their race/ethnicity, worldview and/or lived experience. People on the list should be those with whom you DO NOT have much interaction.

Practice doing a 30 to 60 minute in-person one-on-one meeting with the person using the reflection questions listed below.

1 – What’s a nick-name, funny name, term of endearment or abbreviated name that people called you when you were growing up?

2 – Where is home for you? Or where do you most feel at home? (does not have to be a geographic place)

3 – Share the name (and short story about) of a person who shaped you into the person you are now and/or the person you’re becoming.

4 – What’s a recent event/experience that made you laugh hard or it put a smile on your face?

5 – What aspect of your work, if any, brings you joy or excitement; puts a smile on your face; gets you out of bed each morning?

6 -- If you were NOT working with _____ and you were, instead, doing something else that tapped into your gifts, passion and talents (assuming it’s not your current work), what would it be?

7 – What’s a fond or funny memory from your childhood (or a funny story people tell you about when you were growing up)?

8 – What’s the title of your “medicine” song or “motivation” song? What meaning does the song have for you?

9 – What’s one thing you would do in your personal or professional life if you were unafraid? If you moved and operated without fear?

10 – What brought you to _____ [place or employment or other organizational affiliation]? What keeps you here?

11 – What would people who know you well say are your unique gifts and talents?

12 – What do you do for fun? Or, when you’re feeling down, what’s one thing that you do to lift your spirit/increase your energy?