

Instructor Guide

UNIT/ORGANIZATION NAME
OR EVENT

PACE EHC Principles "Snipit": *Personal Bias and Relationships*

Date

Put Unit Emblem here

Presenters Name
Presenter's Job title



Misc.



Teaching Points

Teaching Points:

- Welcome and introductions
- Overview
 - This is a snipit of a principle from the Profession of Arms Center of Excellence (PACE) Enhancing Human Capital Course
 - Intent is 5-10 minute discussion of an EHC principle. Seek to apply to current work, home situation
- How this will flow:
 - An overview
 - Encourage participation
 - Ask questions whenever you like
 - Have fun



Your Notes

Teaching Notes:

- Limit intro to 1
- Emphasize this is not EHC. Rather an opportunity to discuss as a group the principles.
- Encourage attendees to get familiar w/ resources on the PACE website:
www.airman.af.mil
- If they really enjoy, invite to schedule an EHC course

Instructor Guide

THE HUMAN PHENOMENON

- Everyone has a brain...
- Everyone has personal experiences...
- Everyone has their own perspective...
- Everyone has a unique way of thinking...

The development of perspective is uniquely shaped over a lifetime...

...quality leaders shape the perspective of others through organic leadership and self-discovery (vs mandating)

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Teaching Points

Teaching Points:

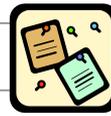
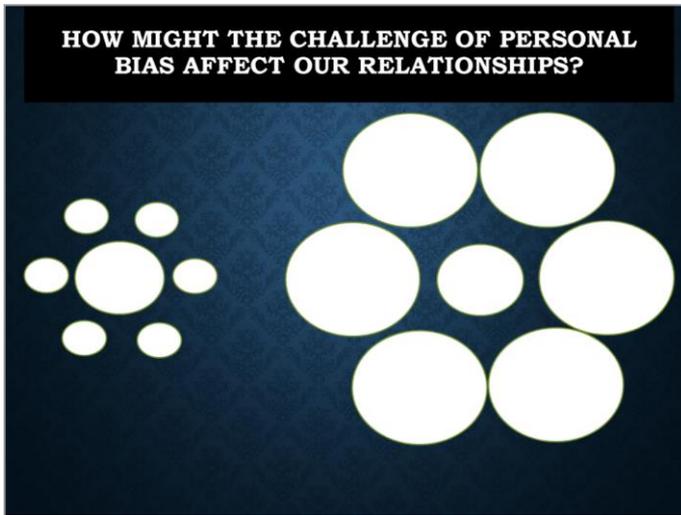
Everyone has lived their own lives so they then see the world in their own unique way.



Your Notes

Teaching Notes:

Instructor Guide



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This is a common illusion. What we know is that the circle in the center on the left appears to be larger than the circle in the center on the right. When in fact, those two circles are... exactly the same size.



Teaching Points

Teaching Points:

People need to be treated uniquely, but we get into this problem of bias. Personal bias usually results from the way we see the world around us.

Which circle is bigger? If we know those circles are exactly the same size, “why do those circles appear to be different sizes?” The reason is because of the things surrounding those circles.

All of those things that are in your life develop a perspective for you. You get to have that based on the things you see around you, your world. A person can have a misperception based on those things they have surrounded their lives with. That is understandable, we all do this. It’s an important part of being human.

If you’re the larger circle and you’re in charge of leading the other circle, we can see where they each will see thing differently depending upon what they perceive around them. As the leader if we stay only within our perceptions, and don’t take the time to transition out of our own bias, everything becomes “my way or the highway.”

As leaders we want to influence others, so we must to realize that our own biases cannot be so strong that we lose sight of the fact that everybody else has their own story. Only then can we relate to them in a way that builds a healthy relationship which results in healthy, positive influence.

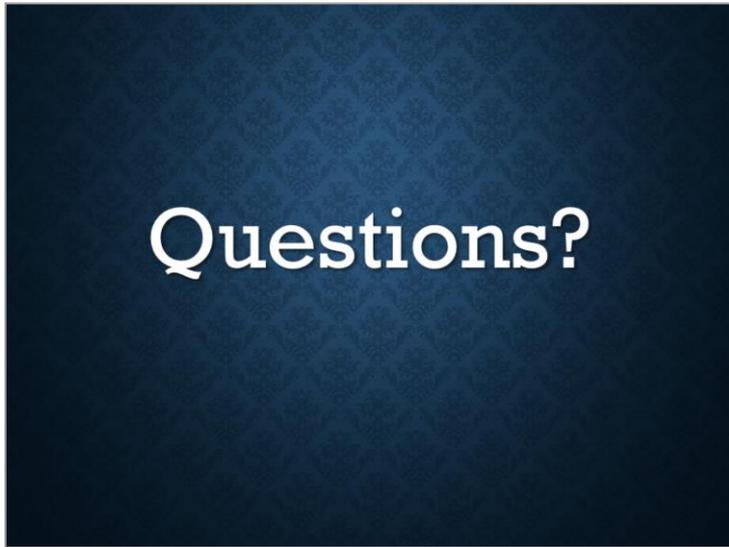


Your Notes

Teaching Notes:

We surround ourselves by certain things that we’ve learn through the years, things that have worked for us in the past. All of us have bias. Unfortunately, we can get into a rut where we just assume that all of the context out there is exactly the same and that that context doesn’t change.

Let’s say you are the person on the left, the bigger circle. Each small circles represents the way you see the world. Maybe one circle is your finances, another is issues in your relationship. The other set of circles is someone else but their life is different than yours. They have different education, and a different background.



Misc.



Teaching Points

Teaching Points:



Your Notes

Teaching Notes: