

# Instructor Guide

UNIT/ORGANIZATION NAME  
OR EVENT

## PACE EHC Principles "Snipit": *Personal Bias and Blind Spots*

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](http://www.airman.af.mil)
- If they really enjoy, invite to schedule an EHC course

## PERSONAL BIAS AND BLIND SPOTS...

The single most destructive roadblock in our becoming an effective leader is our own personal bias...

...personal bias often results in “blind spots”

Intel Test



Misc.



### Teaching Points

#### Teaching Points:

##### Blind Spots

**One the single greatest detractor from becoming an effective leader is the leader’s personal bias**

**One of the results of an extreme case of bias is blind spots. We can get so fixed on the way something has to be done that any other solution becomes a blind spot to us. Since it is not a conscious decision, these blind spots can be very difficult to overcome. The first step in overcoming blind spots in our life is to even understand they are going on.**

**Take a look at this next video. Focus on the center blinking green dot and see what happens to the yellow dots on the page. (this takes 60 seconds).**



### Your Notes

#### Teaching Notes:



Misc.



## Teaching Points

### Teaching Points:

**What do you think happens to the yellow dots? Why and how does that happen? The reason why that happens is your brain is focused on what it believes is the priority, the blinking dot in the middle.**

**If we don't understand something, our biases can be so inherent that it will create blind spots. Notice how those yellow circles went away. How did you get those circles to come back immediately? You focused on them, and immediately they came back into view.**

**We all have flashing green dots and spinning blue "noise". We need to work on being quick to identify when our jobs and lives become too "noisy" as that is when we are most likely to over look other important areas, such as our finances, health and even other people at work and home.**

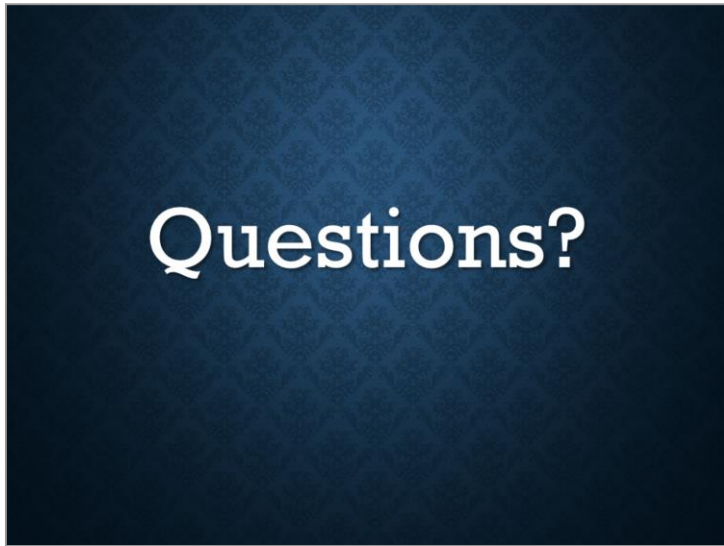
**What area could be creating noise? What can we do to help reduce the noise? How do we help others who might be going through tough times? Have you seen examples of this?**



## Your Notes

### Teaching Notes:

As you stare at the center dot, the other three yellow circles blink. The dots never turn off, never go away. All the turning blue behind is noise the brain has to try and make sense of and cope with.



Misc.



Teaching Points

**Teaching Points:**



Your Notes

**Teaching Notes:**