

## **Diagnostic Self-Assessment**

### *Individual Implicit Bias Assessments*

Organizational assessments are often able to detect and gradually help to dismantle prevalent unconscious biases within companies and groups. However, to further understand how implicit biases may contribute to gender disparity in the nuclear policy field, it is also important to look at one's own individual biases. There are several tools and tests that have been developed by psychologists and experts to help individuals test their own possible implicit biases in different areas.

### *Harvard Project Implicit*

“Project Implicit” was developed by psychologists at Harvard University, the University of Virginia, and the University of Washington to measure unconscious biases that individuals may not realize they have. There are several tests offered pertaining to different social areas (including gender and race) in which you can take to measure your levels of implicit bias in relation to various social groups.

### [Gender - Science](#)

### [IAT Gender - Career](#)

### [IAT Race IAT](#)

### *AAUW Implicit Bias Test*

The American Association of University Women is an organization that strives to promote the equity and education of young girls. The organization maintains an implicit bias test that measures the gender and leadership assumptions an individual might have.

### [Gender – Leadership IAT](#)

### *Consultants*

Sometimes hiring a consultant can be very helpful in conducting personal self-assessments. [Maegan Scott](#), of Wayfinding Partners is an excellent resource as is The Management Center's [For Managers: Management Crash Course](#)