

\*Resources for inquiry brief development:

- ☐ Chapter 3 of *Leading with Passion & Knowledge*

- **Purpose:**

- ☐ To find a way better identify my implicit blind spots

- **Question (Wondering):**

- ☐ I wonder if I intentionally discuss my personality and work/life performance/expectations with those around me if I can better identify any implicit biases I may have?

- **Subquestions:**

- Who are the individuals I will use to ask key questions to?
- How will I select the said individuals?
- Would it be better to ask individuals who I work with in a close setting or in a broader setting?
- Would success only be defined if a certain number of implicit blind spots were recognized?
- Will this give me a better insight into how to be a better husband/father and leader?

- **Method (What will I be doing?)**

- ☐ Having conversations with various people regarding any implicit biases they do/have observed me having either at home or at work
- ☐ Identify and be open minded to acknowledging these biases
- ☐ Purposefully interact with these individuals to not only identify, but also formulate how these implicit biases may have affected decisions I have made.

- **Data Collection:**

- ☐ After said conversations, review and reflect on any implicit biases that were identified, as well as begin to consider how these biases have affected my performance.
- ☐ Once identified and assessed, begin to document how I can address any biases that arise.

- **Calendar (timeline):**

- ☐ Begin January 1, 2024

☐ End March 1, 2024

- **Data Analysis:**

- ☐ Qualitative data will be analyzed to determine the quantity of implicit biases I may have
- ☐ Qualitative data will be analyzed to identify trends such as how these biases connect and relate to my behavior/performance in both personal and professional settings.
  - Is it less of a struggle?

# Identifying My Biases and Blind Spots

Hose Elementary

Adam Welcher  
[awelcher@cville.k12.in.us](mailto:awelcher@cville.k12.in.us)

# Background Leading to this Inquiry

- Context: After spending years as a teacher, and a couple years as an assistant principal and now undertaking my first principal job, I wondered what blind spots/implicit biases I may have that would hinder me from being as successful as I possibly could
- Issue: Getting frustrated or confused when explaining issues that I felt as straightforward to someone who did not initially see my same line of thinking.

# Purpose of This Inquiry

- Therefore, the purpose of my action inquiry was to ask questions/have conversations with those around me to see where my blind spots/implicit biases may lie.

# My Wondering

- I wonder if I intentionally discuss my personality and work/overall life performance and expectations with those around me if I can better identify any implicit biases I may have.

# My Actions

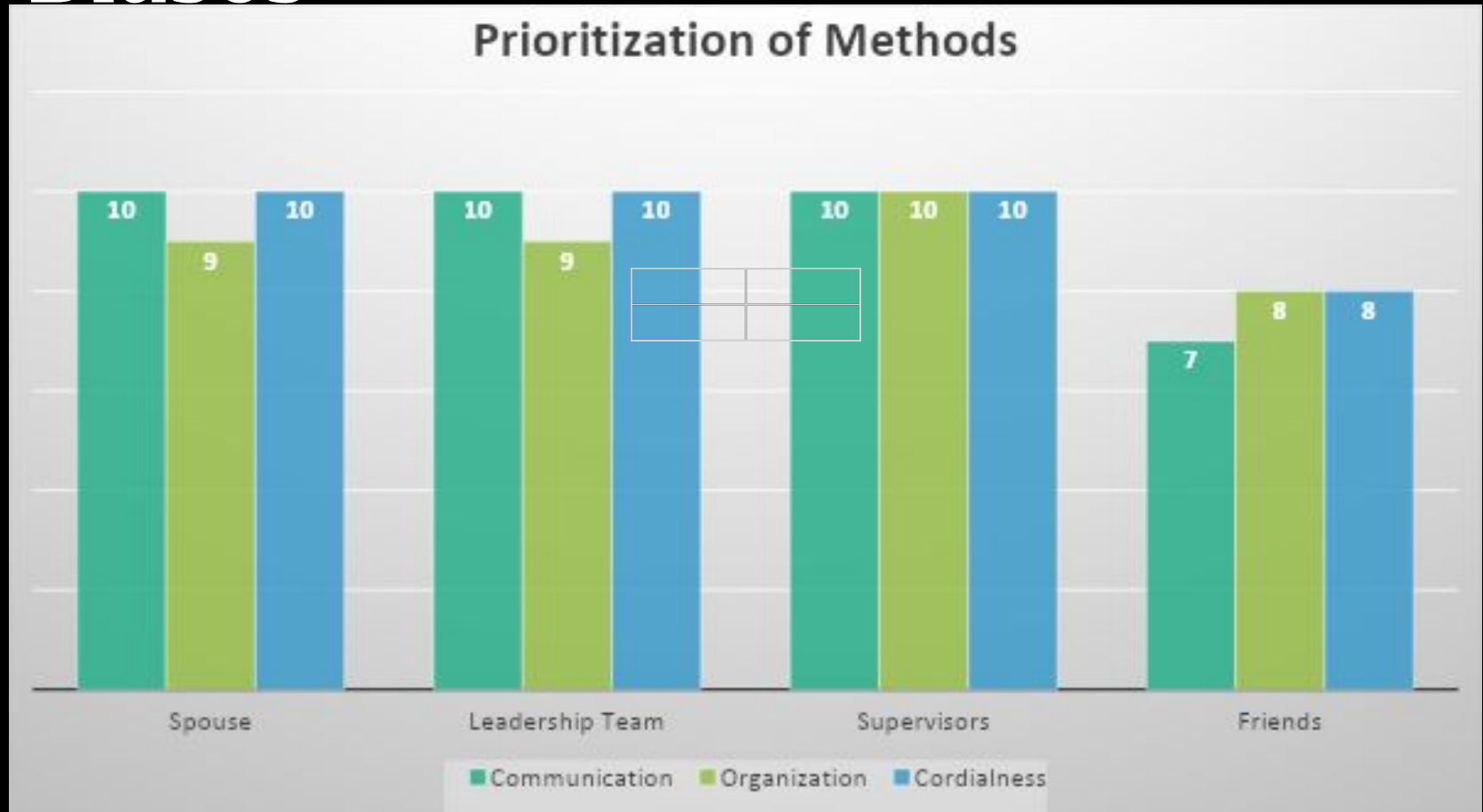
- Have conversations with members of my leadership team/other teachers
- Have conversations with my wife/friends
- Collect and take in feedback and notes from my own supervisors as they evaluated my performance
- Gather data and analyze

# Data Collection

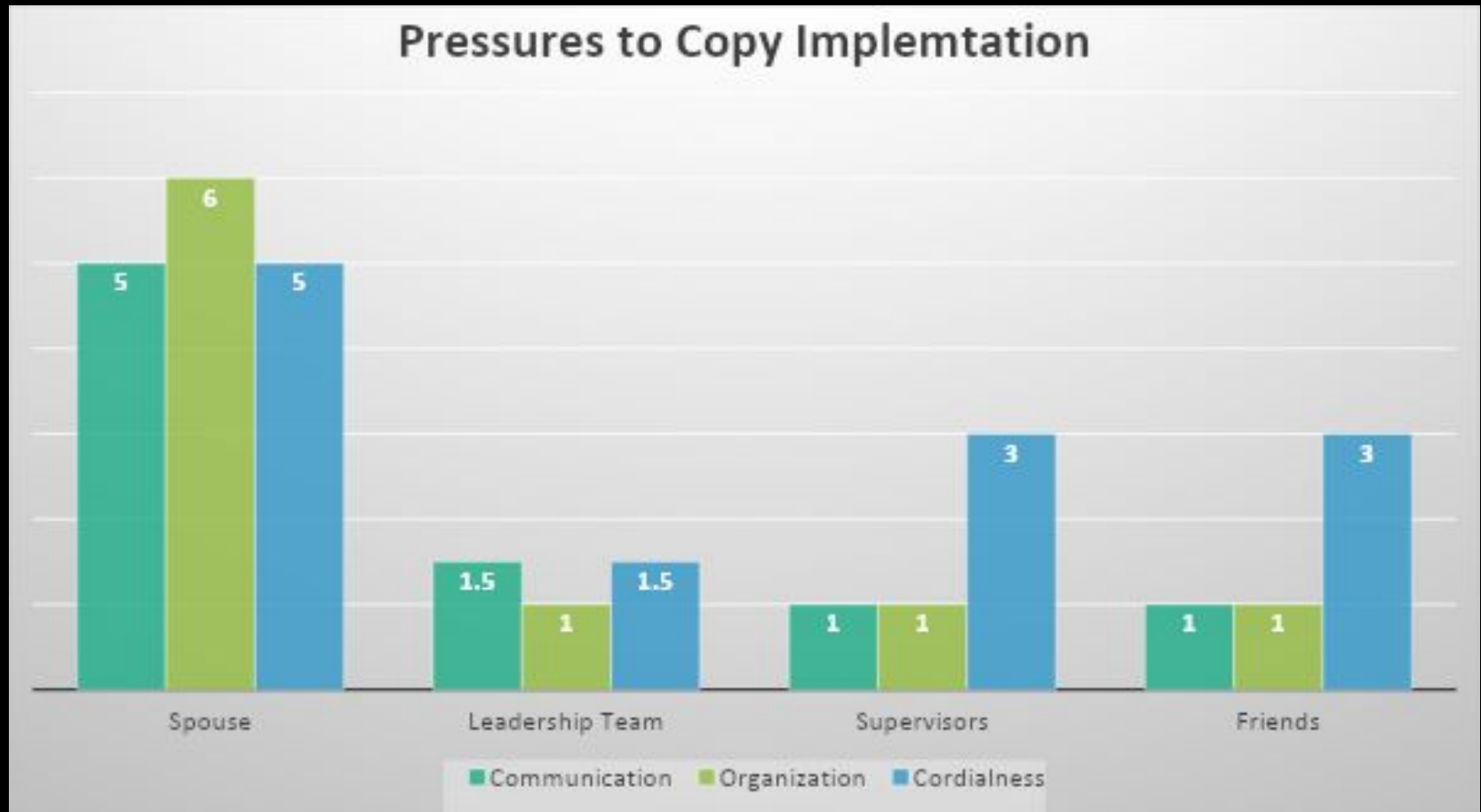
- Mental Notes
- Evaluative Feedback from supervisors
- Digital Data Collection
- Handwritten Notes



# Qualitative Data-Number/Prevalence of Biases



# Expectations of Implementation



# Data Analysis

- While the scores from group to group vary slightly, it became clear these are three areas I intentionally focus on/prioritize with those I interact with.
- My leadership/supervisor data was very similar
- In all categories, I scored rather high on how much of an emphasis I put on each of these topics, either at work or home
- Having said that, outside of my wife, people did not overall feel I pushed my own methodologies off on them and expect them to handle things exactly as I did.

# My Discoveries

- Learning Statement 1: I put a high value on cordialness at home and in the workplace. I also get bothered when others don't show a fair level of this-implicit bias recognized
- Learning Statement 2: My communication scores were the most varied amongst the groups. I hypothesize this is due to the different nature of the conversations being had.
- Learning Statement 3: While none of my organization scores were particularly low, I was surprised my friends/wife score were not higher. I am (often to a fault), a pretty regimented person and they have made comments historically about needing to scale it back.

# Learning Statement 1

- Being kind and cordial in interactions matter to me on both a personal and professional level. Much of this is due to faith and upbringing. Going into this project, I wondered if my own personal standard of that was noticed/felt by others, as well as if I expected others to behave in the same way
- Data collection from slide 7 shows that others perceive this mattering a lot to me, and my own notes show I do get into a heightened state of irritability if others don't consistently do this.

# Learning Statement 2

- My communication scores differed slightly based on what social group was being polled.
- My hypothesis is that this is due to the nature of the types of conversations I am have with the various groups.
- My initial wondering was how others perceived my prioritizing of this and if my emotions were heightened when I perceived others as not communicating well.
- My own notes suggest, especially at work, that this is the case, and the implicit bias does exist.

# Learning Statement 3

- My organizational scores surprised me, as my friend group and wife scored me lower in this category
- Over the years, many have made comments about me being “routine based” or needing to “lighten up” with routines and procedures.
- My wondering was if I became frustrated/expected the same level of regiment with others
- Based on my own notes and other scores, I may not have the implicit bias here as I originally expected.
- In totality, I was surprised (outside of my wife’s) scores on how little those around me felt pressure to implement methodologies the exact way I do. I would have initially expected these scores to be higher.

# Where Am I Heading Next

- Now that I am cognizant of these areas that I prioritize highly, continue to track how I feel when I interact with individuals who may not put the same priority on these things
- Learn better methodologies to help lower frustrations when dealing with those who put a different value on these topics
- I am now aware that people in my personal and professional life are aware of things I prioritize. It was also nice to hear they don't feel I "push" these things on them, but rather through comments encourage these items to be a priority