



HANDOUT 1:

SELF-ASSESSMENT REFLECTION GUIDE

Personal Bias Reflection

Instructions: Take a few minutes to reflect privately on these questions. Your responses are for your own growth and do not need to be shared.

Recent Assumptions

Think about the last two weeks of your work in treatment court:

- Did you make any assumptions about participants based on their appearance, background, or circumstances?
- What information did you use to form your first impression of a new participant?
- Were there times when you were surprised to learn something about a participant that contradicted your initial impression?

Team Dynamics

Reflect on team discussions about participants:

- Have you noticed differences in how your team discusses or responds to different types of participants?
- Are certain participants given more benefit of the doubt than others?
- Do team members use different language or tone when discussing different participants?

Emotional Triggers

Consider your emotional responses:

- Are there certain participant behaviors or characteristics that trigger stronger emotional responses in you?
- When do you feel more or less empathy for participants?
- Are there participants you find yourself more invested in? Why?

Personal Experience Filters

Examine how your background influences your perceptions:

- How might your own life experiences shape your perception of participants' challenges?
- What aspects of participants' experiences are furthest from your own?
- How might your professional training create certain expectations or biases?



Next Steps

Based on your reflection:

- Identify one bias you want to be more aware of: _____
 - What strategy could help you mitigate this bias? _____
 - Who could provide accountability? _____
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