

Date: _____



Weekly Worksheet

Bias and Stigma Reduction Practice: Perspective Taking

Practicing medicine is an act of service. Use this worksheet to assist with building competencies to assist with focusing on the roles and abilities you influence individually, systemically, and institutionally that can address and reduce bias and stigma in your health care setting and workplace.

Perspective Taking: Actively consider other people's points of view and intentionally suspend judgement and try to understand that person's thoughts, motives, and emotions; as well as why they think and feel the way they do.

When you take on someone else's perspective, you start to see more of that person in yourself. This increases social bonds and reduces stereotypes. These exercises can help you practice thinking about things from another person's point of view.

Instructions: Think of a time when others' perceptions differ than your own, and you made an assumption to rationalize your perspective (i.e. the others are too lazy to understand, biased, or subject to different (usually inferior) information, etc.). Consider why you hold your perspective and what you can do to improve.

List 3 things you can do to grow your mindset to accept and act on your knowledge that luck and the effects of privilege play a huge factor in everyone's lives.

Preparation: the action or process of making something ready for use or service or of getting ready for some occasion, test, or duty.

Provide two (2) examples of what you can do to incorporate perspective taking into your workflows and routines in your role in health care?

Accommodation: the act or process of changing something to fit a new use or situation.

Practice Through a Competency Model

Skills: Addressing and reducing bias in healthcare settings requires technical and soft skills, with patient-centered care as the foundation. Strive to become proficient in asking open ended questions and reflective listening.

Knowledge: Prioritize professional development and training focused on equity, bias, stigma, cultural understanding and acceptance, and trauma-informed care to ensure your knowledge base in patient-centered care also grows. Washington State requires 2 hours of health equity focused learning per year for all licensed practitioners. A fresh knowledge base assures the healthcare workforce is prepared for changes in science, technology, and social needs.

Behaviors: Practicing medicine, takes practice. Just like practicing medicine, changing behaviors to address bias and reduce stigma, discrimination, and inequities, involves training through repeated exercises in daily clinical activities.

Resources

Promoting Emotional Intelligence: Insightful Perspective Taking Activities for Adults, Every Day Speech, Blog.

<https://everydayspeech.com/sel-implementation/promoting-emotional-intelligence-insightful-perspective-taking-activities-for-adults/#:~:text=Role%2Dplaying%20scenarios%20provide%20a,understand%20their%20thoughts%20and%20feelings.>

Perspective-Taking and Self-Other Overlap: Fostering Social Bonds and Facilitating Social Coordination, Adam

[D. Galinsky, Gillian Ku, and Cynthia S. Wang](#)View all authors and affiliations, [Volume 8, Issue 2, https://doi.org/10.1177/1368430205051060](#)

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