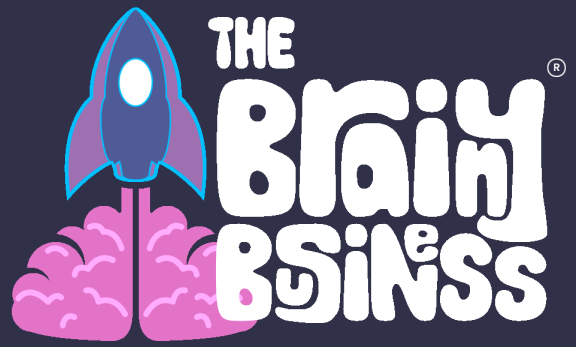


FUNDAMENTAL ATTRIBUTION ERROR WORKSHEET



I call this the "Pot-Kettle Phenomenon" (like the old saying, "that's like the pot calling the kettle black") Use these steps to improve relationships and reduce stress.

1) Determine if now is the time - and if so...why

Changing the rules of the brain will take some dedication, know why you are doing this (be seen as a team player, reduce stress, let go of anger)

2) Choose an initial person/group to focus on

Who would you benefit most from seeing in a more positive light? (Note: your efforts will probably snowball to more groups once you get started, which is great! The limit is to keep the process from feeling overwhelming to start, but should not limit you. This is a time where volume builds momentum.)

3) Reframe your "in-group" to include them

If your department is the in-group and you see the other department as "them" how can you be inclusive to the others? Could be as simple as "we are all employees of XYZ Corp".

4) Consciously focus on extrinsic attributes until it's a habit

Mentally prepare for this to be 30 days and consider more than just in person meetings. Every time you think of "them" there is likely a negative association. Shift from the intrinsic story (about their personality) to one of extrinsic circumstances (the benefit of the doubt you would have given yourself). Try it here:

5) Repeat with the next group!