

Those who did not take last year's "Unconscious Bias Training Program," are requested to watch the video before proceeding to the test.

(video:[https://www.kyodo-sankaku.provost.nagoya-u.ac.jp/research\\_analysis/en/outcomes.html](https://www.kyodo-sankaku.provost.nagoya-u.ac.jp/research_analysis/en/outcomes.html))

**1 What does "unconscious bias" refer to?**

- A. Intentional discriminatory behavior
- B. Unconscious assumptions or tendencies that influence one's judgments and decisions
- C. Personal opinions or preferences
- D. Objective judgments based on experience and knowledge

Answer:B

"Unconscious bias" refers to the hidden assumptions and stereotypes that people hold without realizing it. Preconceived notions about gender, age, nationality, and other factors can unconsciously influence our decisions and actions. It is not something unique or rare—it is a natural, common phenomenon that can happen to anyone.

**2 In which of the following situations is unconscious bias most likely to occur in the workplace?**

- A. When decisions are made in a hurry
- B. When evaluation criteria are unclear
- C. When there is insufficient or incomplete information
- D. All of the above

Answer:D

Unconscious bias tends to emerge when decisions are made quickly, when evaluation standards are ambiguous, or when information is limited. It can also arise when we are fatigued or overwhelmed with information—situations where mental space for careful judgment is reduced. (Source: The Japan Inter-Society Liasson Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering. 2017.

[https://www.djrenrakukai.org/doc\\_pdf/2019/UnconsciousBias\\_leaflet\\_eng.pdf](https://www.djrenrakukai.org/doc_pdf/2019/UnconsciousBias_leaflet_eng.pdf)

**3 What is the most effective approach to recognizing your own unconscious bias?**

- A. Reflect on your decisions by comparing them with others' perspectives
- B. Rely on your experience to make quick judgments
- C. Base your decisions on past success stories
- D. Make judgments based on your feelings

Answer:A

Unconscious bias is difficult to notice by oneself. By comparing your judgments with those of others, you can become aware of the assumptions and “default standards” you may have taken for granted.

**4 Which of the following best defines “Similarity Bias” in the workplace?**

- A. The unconscious tendency to favor people who are similar to oneself
- B. A deliberate strategy to promote only the most experienced employees
- C. A dislike of people from different backgrounds
- D. A conscious choice of whom to work with

Answer:A

“Similarity bias” refers to the unconscious tendency to value or prefer people who share similar backgrounds—such as the same university, values, hobbies, or personality traits.

**5 In job interviews, interviewers may sometimes focus only on information that reinforces their initial impression of a candidate. In such situations, which of the following is most likely to occur?**

- A. Tending to rate candidates more highly when they have similar backgrounds or values to one's own.
- B. Unconsciously seeking out only information that confirms one's initial impression, while overlooking information that contradicts it.
- C. Allowing one noticeable characteristic to strongly influence the overall evaluation of a candidate.
- D. Conducting interviews in a purely formal manner, without being influenced by prior impressions.

Answer:B

The tendency to seek out information that supports one's existing impressions or hypotheses is known as confirmation bias. In interviews and evaluation settings, confirmation bias can make it difficult to assess candidates objectively.

**6 Which of the following cases best illustrates unconscious bias toward foreign faculty members?**

- A. Thinking, “They should first get used to Japanese culture and customs before speaking up.”
- B. Sharing English versions of meeting agendas in advance for easier understanding.
- C. To ensure the foreign faculty member's opinion was accurately conveyed during the meeting, a colleague provided additional explanations in Japanese.
- D. Proposing bilingual signage and announcements on campus.

Answer:A

The assumption that “understanding Japanese culture should come first” reflects an unconscious assimilation bias. Rather than expecting others to adapt completely, organizations should value mutual understanding and adaptation. This does not mean that viewing international faculty members as individuals who may require consideration is itself problematic. Rather, it highlights the need to be aware of how unconscious bias can lead to unintended changes in assumptions, opportunities to speak, or the criteria used for evaluation.

**7 In situations where unconscious bias leads us to overvalue the proposals of individuals who are typically more vocal and assertive, what would be an appropriate way to respond?**

- A. Because the opinions of those who speak prominently can help lead the group, their views should be given priority.
- B. To improve the efficiency of discussion, the opinions of members who speak less forcefully should not be treated as relevant input.
- C. The quality of a proposal should be judged primarily based on the speaker’s demeanor and manner of speaking.
- D. Regardless of who makes the comment, proposals should be evaluated according to the same criteria, focusing on their content and supporting rationale.

Answer:D

Evaluating a proposal too highly based solely on striking traits such as someone being “loud” or “highly assertive” is influenced by a bias known as the halo effect. What is important is not the forcefulness of the person’s speech or the confidence they appear to project, but rather the substance of the proposal—its rationale and its feasibility. Providing fair, content-based evaluations, regardless of who makes the proposal, helps build trust within the workplace.

**8 Which of the following describes an appropriate potential impact of unconscious bias in the workplace?**

- A. Capable personnel may not be given fair opportunities.
- B. People with certain attributes may be more likely to be favorably evaluated.
- C. Diverse perspectives and ideas may become less utilized within the organization.
- D. All of the above.

Answer:D

Unconscious bias can create invisible distortions in how individuals’ abilities are evaluated and how

advancement opportunities are allocated. As a result, multiple issues may arise, such as: •capable individuals not being fairly assessed (A), •people with certain attributes being disproportionately selected (B), and •diverse perspectives becoming less integrated into the organization (C). Because these effects can undermine the organization's overall opportunity for growth, it is essential to understand them comprehensively.

**9 What is the primary benefit of recognizing unconscious bias?**

- A. Ensuring that everyone can always work in a comfortable environment
- B. Contributing to the creation of a more inclusive and equitable workplace
- C. Becoming able to eliminate all biases
- D. Being able to punish individuals who display biased behavior

Answer:B

If you selected A: While fostering a comfortable work environment is a desirable outcome, recognizing unconscious bias does not directly guarantee this. The correct answer is B, as understanding bias is important for making recruitment, evaluation, and everyday communication more inclusive and equitable. If you selected C: It is unrealistic to completely eliminate bias. What matters is becoming aware of biases and responding to them appropriately. If you selected D: Efforts to address unconscious bias are not intended to punish individuals, but to deepen understanding and promote improved behavior.

**10 In a workplace where people from diverse backgrounds work together, which of the following actions is necessary to create an environment in which everyone can feel secure and fully demonstrate their abilities?**

- A. Respecting and learning from each other's differences
- B. Creating equal opportunities for all members
- C. Not tolerating discrimination or inequality
- D. All of the above

Answer:D

Creating an inclusive environment requires all of the above: (1) respecting and learning from differences, (2) providing equal opportunities, and (3) maintaining a clear stance against discrimination and inequality. Together, these efforts enable everyone to share ideas freely and perform to their full potential.