

2025 Unconscious Bias Training Test

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)

- 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
- 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
- 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
- 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
- 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.

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.

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.

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.

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

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