

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](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