

# Growth Mindset



**Philip Zimbardo**

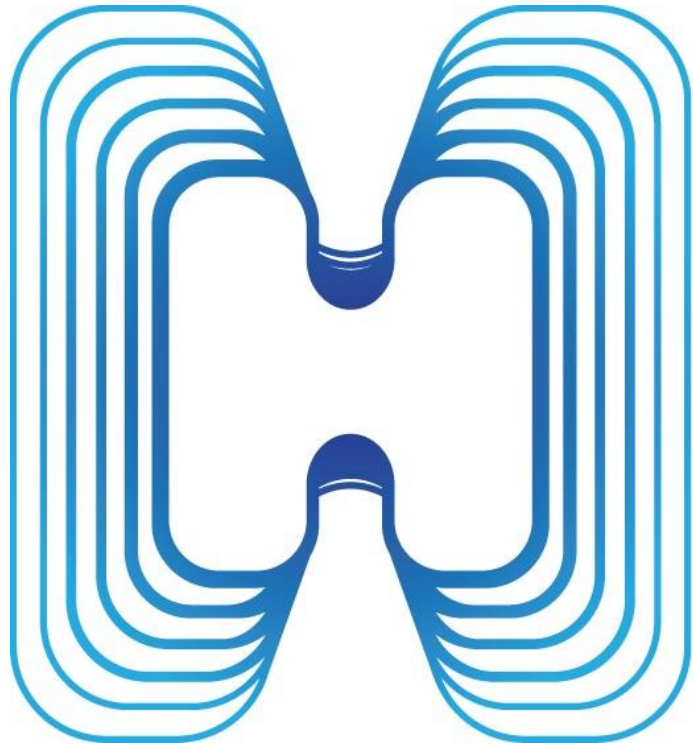
Heroic Imagination



**Anthony BlackOwl**

Heroic Imagination

Hero Trainer



# Heroic Imagination project

# Bias Reduction Training

**Heroic Imagination Project** is transforming prejudice, stereotyping, and discrimination into understanding and acceptance of others and valuing diversity.

In order to have a bias towards a person or group, they first must be categorized.

# Good/Ligh

+



# Evil/Dar

↳



# Powerful



# Powerless



**Betsy wanted to bring Jacob a present.  
She shook her piggy bank. It made no  
sound. She went to look for her mother.**

**(Adapted from Charniak,  
1972)**

- Were you puzzled to why Betsy was interested in her piggy bank or why she shook the piggy bank?
- Were you confused to why there was no sound? And why?

# Heuristic

S

**Mental shortcuts that usually involve focusing on one aspect of a complex problem and ignoring others.**

**Temporary  
accessibility**







## In-Group

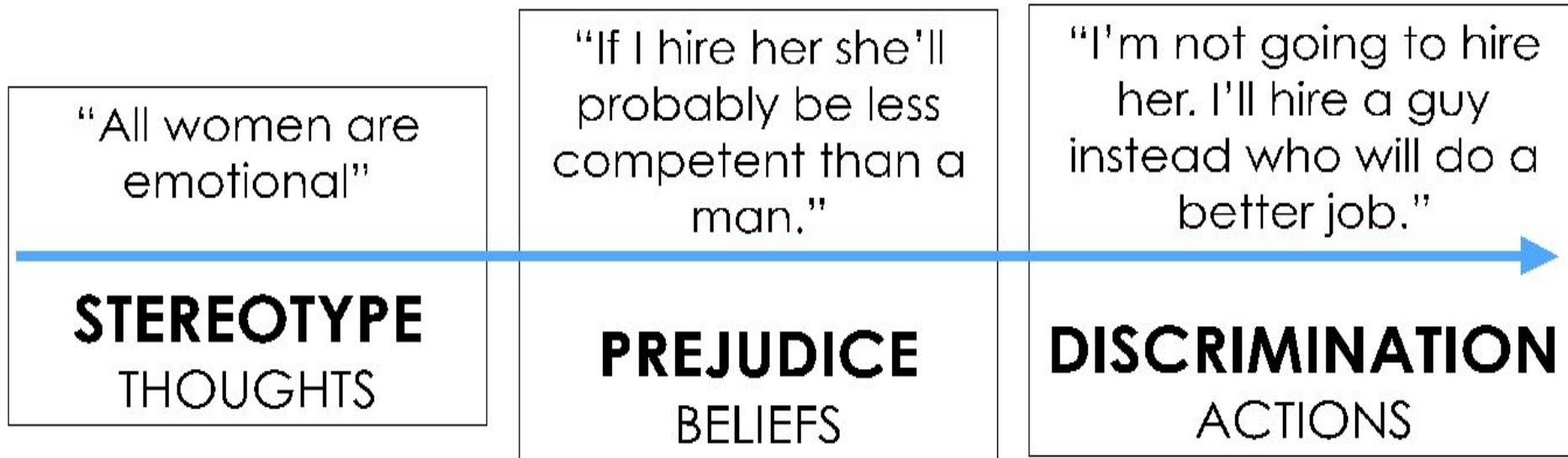
All of us are not the same, but we think the same and like the same things. But, individually we are unique.

## Out-Group

They are all the same and they are not like us.

**Society tends to see an out-group as being more homogenous than an in-group.**

# A slippery slope towards discrimination...



**The Heroic Imagination Project teaches metacognitive skills that will help identify heuristics that may affect hiring decisions.**

## **Metacognition:**

Thinking about one's own thinking, knowing about one's own knowledge, understanding one's own understanding, etc.

# What is the Heroic Imagination Project?



HIP trains everyday heroes to take **effective action** in **challenging situations**

# Choose Your Adventure Bingo Number

Select

**42**