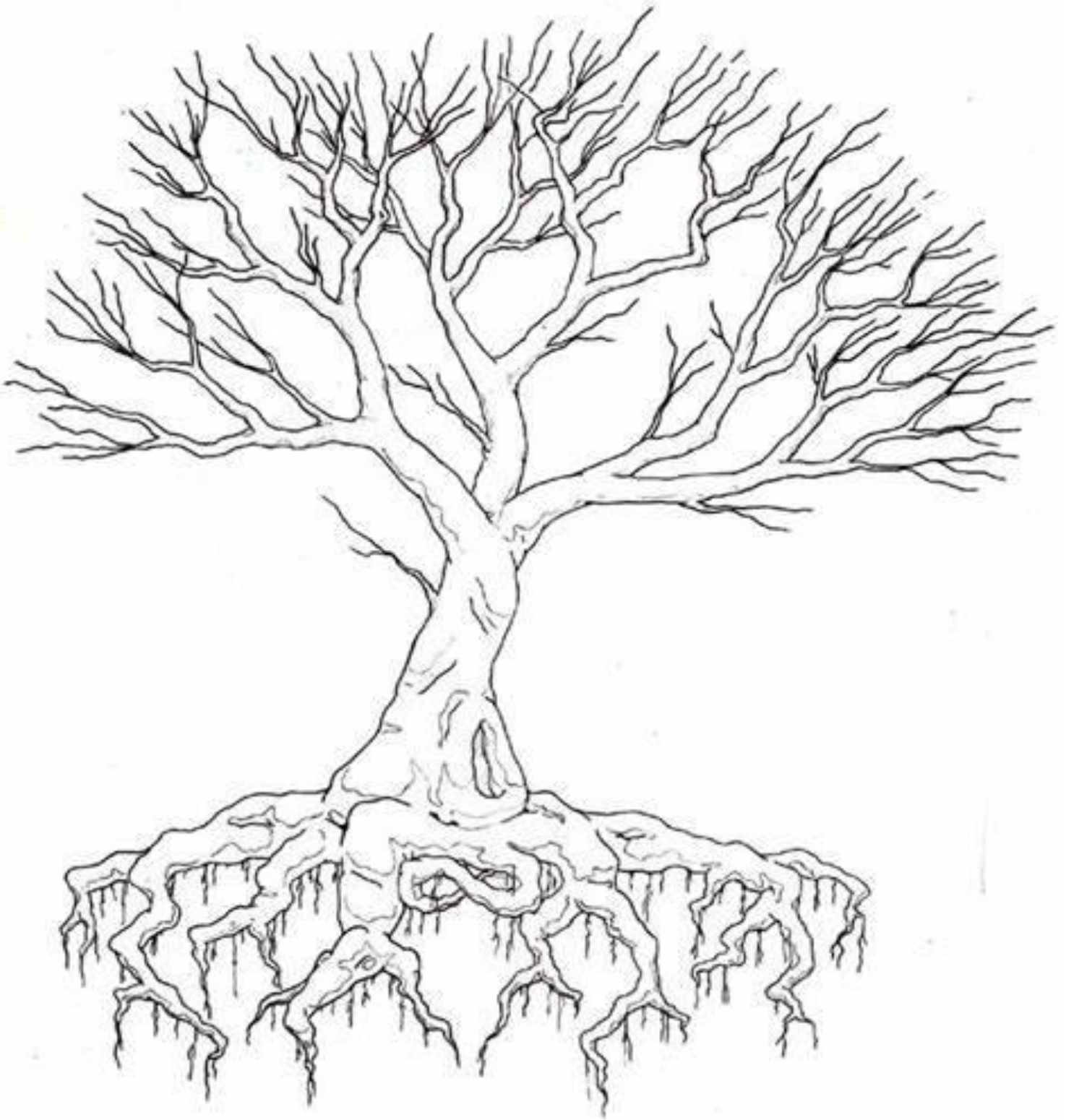




Chaplains Association of Ohio Spring Conference

May 2, 2025



What are your roots? (cultural influences, beliefs, customs, traditions, etc.)

What is your trunk? (personal values)

What are your branches? (experiences, likes/dislikes, strengths/growing edges, internal dialogue, etc.)

What needs to fall away? (negative self-talk, self-judgment, self-doubt, perfectionism, etc.)

Influence of Culture

What are the “unwritten rules” of my culture?

What are the expectations of my culture?

What are the fundamental beliefs and/or principles of my culture?

What are the values and traditions of my culture?

How do my culture’s norms, values, beliefs, and/or principles impact my self-esteem and confidence?

What aspects of my culture challenge my sense of self and/or personal identity?

Prejudices

Exploring Bias

- **Explicit/Conscious Bias**
 - Conscious awareness of feelings and attitudes
 - Related behaviors are conducted with intent
 - Can be expressed on a continuum from exclusion to physical/verbal harassment
- **Implicit Bias**
 - Acting on the basis of prejudice and stereotypes without intending to do so

Interrupting/reducing bias requires that we learn how to pause, slow down or be more mindful in how we make decisions and relate to others (or those that we perceive to be "the other").

Question:

What are people's first impressions (or stereotypes) of you when they first meet or interact with you? _____

What's the truth about who you are? _____

Evaluate your power and privilege

awareness of bias
+
concern about the consequences of them
=
motivation to eliminate them

Furthermore, people need to know when biased responses are likely to occur and how to replace those biased responses with responses more consistent with their goals.

What are your triggers? _____

Stereotype Replacement

- Recognize that a response is based on stereotypes
- Label the response as stereotypical
- Reflect on why the response occurred
- Consider how the biased response could be avoided in the future and replaces it with an unbiased response

Counter Stereotypic Imaging

Stereotypes are a series of images and ideas we have about people. One way to beat back stereotypes is to spend time thinking about or imagining people who don't conform to those stereotypes.

Example

Intentionally seek to see people as individuals

Imagine being a part of the "other" group and what it would be like from their perspective

Increase opportunities for contact with people different than yourself

Explore and learn about other cultures

Privilege Assessment

When some people enjoy privilege and others do not, it is easy to assume that those with power are acting consciously and deliberately to oppress or take advantage of others. But sometimes those with privilege simply don't see it.

- | | | |
|------------------------------|-----------------------------|--|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | As a child, I never shared a bedroom. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I've lived in a home with four or more bathrooms. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | As a child growing up, I never lived in a rented apartment. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | My family owns a summer home or second home. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I've never worked at a fast food restaurant. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I expect to get an inheritance from my family. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Nobody in my immediate family has ever been on welfare. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Neither of my parents ever collected unemployment benefits. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Nobody in my immediate family has ever been in jail. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I've always had health insurance. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I've traveled to a country outside the United States where I have no relatives. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I have a trust fund or stocks or bonds in my name. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I've never shopped with food stamps. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I have been called names because of my race, class, ethnicity, gender or sexual orientation. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I was raised in an area where there was prostitution/drug activity. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I have tried to change my appearance, mannerisms or behavior to avoid being judged or ridiculed. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I never worry about holding hands with my partner in public. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I have been discouraged from academic pursuits/jobs because of race, class, ethnicity, gender or sexual orientation. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | One of my parents did not complete high school. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I have inherited money or property. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I have had to rely primarily on public transportation at some point in my life. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | My parents told me that I could be anything I wanted to be. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I can attend events without worrying if they are accessible to me. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I can succeed without being told what an inspiration I am. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | People do not make me feel that my body is inferior or broken. |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | I have never been asked, "Who's the husband/wife in your relationship." |

_____ Yes _____ No **TOTALS**

Clarifying Values

Identifying Core Beliefs

- Serves as a compass and guide through life choices and challenges
- Illuminates what one holds dear
- Sheds light on underlying motivations that shape behavior and decision-making

Personal Values

- Are principles and standards one deems important in life
- Are silent forces behind decisions
- Can sometimes be in conflict and can cause inner indecision
- Do not all hold equal weight
- Can be the foundation for relationships or the areas for needed negotiation

Identifying the “root value”

- The Five Whys
 - Identify a value _____
 - Why is that important? _____
 - Why is that important? _____
 - Why is that important? _____
 - Why is that important? _____
 - Why is that important? _____
 - What is the root value? _____

What are your non-negotiables?

Where did your long-held beliefs originate?

How have your personal values evolved and/or changed?

Examples of Values

Abundance	Expressiveness	Preparedness
Acceptance	Fairness	Proactive
Accountability	Family	Proactivity
Achievement	Flexibility	Professionalism
Advancement	Flexibility	Professionalism
Adventure	Freedom	Punctuality
Advocacy	Friendships	Quality
Ambition	Fun	Recognition
Appreciation	Generosity	Recognition
Attractiveness	Grace	Relationships
Autonomy	Growth	Reliability
Balance	Happiness	Resilience
Being the Best	Health	Resourcefulness
Benevolence	Honesty	Responsibility
Boldness	Humility	Responsiveness
Brilliance	Humor	Risk Taking
Calmness	Inclusiveness	Safety
Caring	Independence	Security
Challenge	Individuality	Security
Charity	Innovation	Self-Control
Cheerfulness	Inspiration	Selflessness
Cleverness	Intelligence	Service
Collaboration	Intuition	Simplicity
Commitment	Joy	Spirituality
Community	Kindness	Stability
Compassion	Knowledge	Stability
Consistency	Leadership	Success
Contribution	Learning	Teamwork
Cooperation	Love	Thankfulness
Creativity	Loyalty	Thoughtfulness
Credibility	Making a Difference	Traditionalism
Curiosity	Mindfulness	Trustworthiness
Daring	Motivation	Understanding
Decisiveness	Open-Mindedness	Uniqueness
Dedication	Optimism	Usefulness
Dependability	Originality	Versatility
Diversity	Passion	Vision
Empathy	Peace	Warmth
Encouragement	Perfection	Wealth
Enthusiasm	Performance	Well-Being
Ethics	Personal Development	Wisdom
Excellence	Playfulness	Zeal
Excellence	Popularity	
Expressiveness	Power	

Emotional Awareness

Feeling to Thinking

What am I feeling? _____
More specifically, what emotion am I experiencing within that feeling? _____
What belief or thought do I connect to that emotion? _____
What is the circumstance that triggered this response? _____

Example:

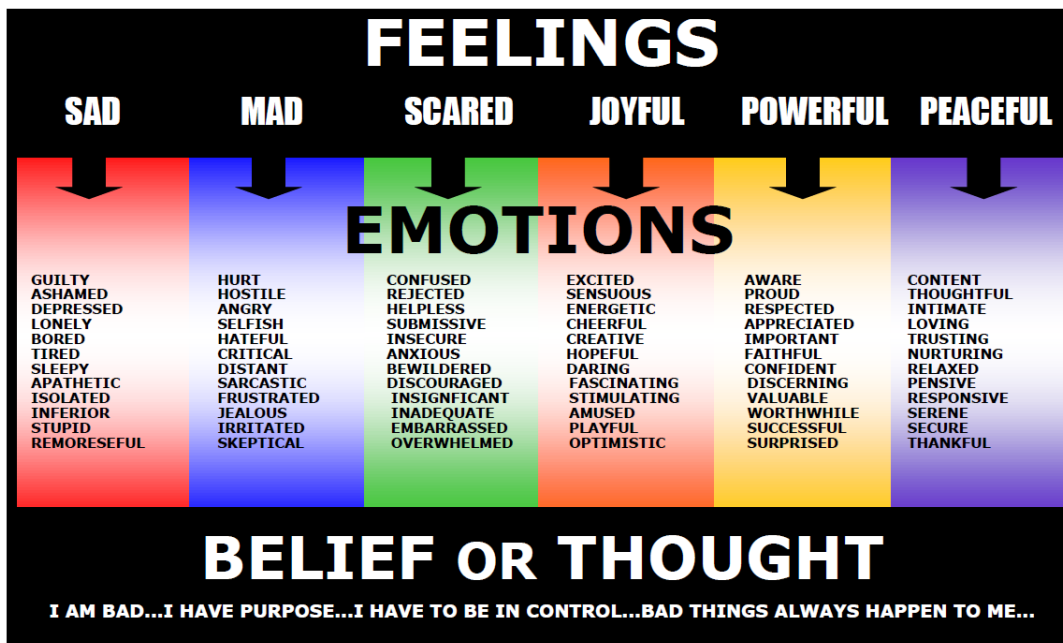
- Feeling: I am scared
- Emotion: I feel insecure
- Belief: I have to be in control
- Circumstance: I don't feel in control

Thinking to Feeling

What is the triggering circumstance? _____
What am I thinking? _____
What emotion am I feeling in response to that thought? _____
What feeling does that emotion align with? _____

Example:

- Circumstance: I had a car accident
- Belief: Bad things always happen to me
- Emotion: Frustrated
- Feeling: Anger



Awareness and the Brains Capacity

- The human brain is capable of processing 11 million bits of information per second
- Our conscious awareness is limited to managing 10 bits of information per second
- Individuals retain about
 - 10% of what we hear
 - 20% of what we read
 - and a significant 80% of what we see



Things We Read

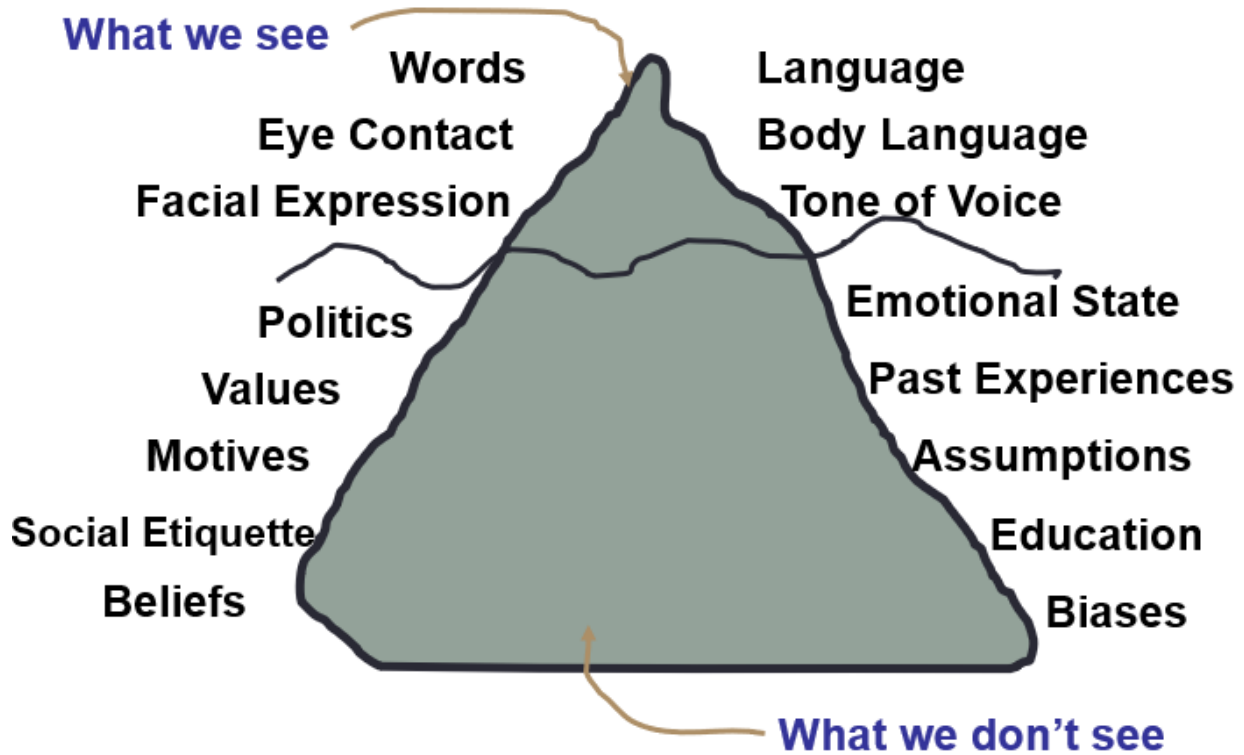
Chart Review ♦ Consult ♦ Referral

Things We Hear

Words ♦ Language ♦ Tone of Voice

Things We See

Eye Contact ♦ Facial Expression ♦ Body Language



Guide to Assessing Behavior:

- ◆ Assess motives, reactions, actions, and feelings regarding situation
- ◆ Assess motivation for current behavior
- ◆ Assess variables that are impacting the situation and resources for resolving it
- ◆ Identify major issue(s)
- ◆ Identify cultural, ethnic, racial issues impacting behavior
- ◆ Determine if there are any acculturation issues to be considered
- ◆ Identify family dynamics
- ◆ Identify access to resources for change
- ◆ Identify the person's definition of the issue

Mind Body Practices

Mind-Body practices are techniques you can use to increase the connection between your emotional, mental and physical self. Some practices include:

Breathwork

Meditation

Guided Imagery

Progressive muscle relaxation

Yoga

Tai Chi

General relaxation techniques

Tapping

Drumming

Reiki

Acupuncture

Massage therapy

Meditation

Relaxation techniques

Some suggested websites for further exploration:

[Mind and Body Approaches for Stress and Anxiety | NCCIH](#)

<https://www.calm.com/>

[Philip Shepherd – The Embodied Present Process](#)

