

Overcoming Bias: Building Authentic Relationships across Differences

Tiffany Jana, Matthew Freeman
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Building Authentic
Relationships Across Differences

OVER- COMING BIAS

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Tiffany Jana, Matthew Freeman : Overcoming Bias: Building Authentic Relationships across Differences before purchasing it in order to gauge whether or not it would be worth my time, and all praised Overcoming Bias: Building Authentic Relationships across Differences:

3 of 3 people found the following review helpful. What everyone needs to read right now By Patricia Lee Bradby This book is so timely with the heightening climate of race relations in the U.S. In these times it is so important to have

difficult conversations with those around you as well as with yourself. Self-awareness is critical. This book gives practical tips and shares very relatable stories. It's a quick and enlightening read. 1 of 1 people found the following review helpful. *Be the Change You Want to See in the World* By Ginjer L Clarke I highly recommend this thought-provoking, helpful, and hopeful book. It's a quick read with interesting activities that will help you to expand your worldview and your understanding of people who look and think differently from you. This is personal improvement with long-reaching effects. 2 of 2 people found the following review helpful. *eye opening* By Jill B. Steinberg Invaluable information- especially with the tenor of the times.

Control, Conquer, and Prevail! Everybody's biased. The truth is, we all harbor unconscious assumptions that can get in the way of our good intentions and keep us from building authentic relationships with people different from ourselves. Tiffany Jana and Matthew Freeman use vivid stories and fun (yes, fun!) exercises and activities to help us reflect on our personal experiences and uncover how our hidden biases are formed. By becoming more self-aware, we can control knee-jerk reactions, conquer fears of the unknown, and prevail over closed-mindedness. In the end, Jana and Freeman's central message is that you are not the problem; but you can be the solution.

"Tiffany Jana and Matthew Freeman take a tough issue that almost immediately raises everyone's defenses and break it down in simple and practical ways. They explore simple steps to overcoming bias tailored to individuals and small groups. Just as we want to improve our appearance, attitude, or prospects for success, we can improve our ability to engage with others without the blinders of bias blocking our path." —Senator Tim Kaine
"This wonderful book encouraged me to look inside and be honest about biases that I didn't even realize I had. *Overcoming Bias* gives me hope that the biases that separate people can be changed if we're willing to put in the work. With all the discord in the world today, this is the right message at the right time." —Helayne Spivak, Director, Virginia Commonwealth University Brandcenter
About the Author Tiffany Jana is the founder and CEO of TMI Consulting. TMI's clients include the German Marshall Fund of the United States, the YMCA, the Robins Foundation, and Virginia Commonwealth University. She was named one of Diversity Journal's 2013 Women Worth Watching and was one of three finalists for the National Association of Women Business Owners' 2014, 2015, and 2016 Entrepreneur of the Year award. Matthew Freeman is the cofounder and senior executive consultant at TMI Consulting. He has worked with groups including the National Institutes of Health, the Federal Reserve Bank of Richmond, Altria, and the US Congress. Tiffany Jana is the founder and CEO of TMI Consulting. TMI's clients include the German Marshall Fund of the United States, the YMCA, the Robins Foundation, and Virginia Commonwealth University. She was named one of Diversity Journal's 2013 "Women Worth Watching" and was one of three finalists for the National Association of Women Business Owners' 2014, 2015, and 2016 Entrepreneur of the Year award.