



JIM HARSHAW JR.

Revealing Failure as the Path to Success

Success Through Failure Podcast

Action Plan Episode #370

Dr. Bryant Marks

So much of what we talk about here on Success Through Failure is about mindset— unlocking the power of our mind, revealing limiting beliefs, and the unconscious wiring that often controls us and our actions.

Oftentimes we fail because we tell ourselves a story that we're not good enough, or not smart enough, or not capable enough— or maybe others tell us that story... Maybe it's through their body language, their facial expressions, how they talk to us, or maybe even what we see in the media.

This is all part of the messaging that we receive from our environment that shapes our unconscious beliefs about ourselves and others.

Social Psychologist and Morehouse College professor, Dr. Bryant Marks, joins us in this episode to reveal the hidden secrets that are stored inside of our minds: about who we are, who others are, and the resulting unconscious actions that we take without even knowing it.

I want you to listen to this interview with the goal of better understanding your unconscious, automatic mind, and the actions you take that affect both you and others that influence our society today. Tune in now!

Top Quotes From This Episode

"Bias tends to creep up in moments of discretion, moments of decision."

"80-90% of our thoughts and behaviors throughout the day are driven by implicit processes."

"One of the key basis for bias is underexposure to out-groups, overexposure to in-groups. And when we're overexposed to our in-group, we tend to favor our in-group and we tend to treat our in-group members slightly much better than out-group members. It's the nature of the human condition."

"Belief is not necessary for implicit bias. All implicit bias requires is exposure. Explicit bias requires belief."

Show Notes

This episode touches on the following key topics and ideas:

- **[Share this episode!](#) (2:07):** If you find this episode valuable, share it on social media by tagging me and using the hashtag #STFpod:
 - a. Facebook: [@jimharshawjr](#)
 - b. Twitter: [@jimharshaw](#)
 - c. Instagram: [@jimharshawjr](#)
 - d. LinkedIn: [Jim Harshaw, Jr.](#)
- **What is Implicit Bias? (2:25):** A stereotype, which is an exaggerated association of a group with a trait, that can affect how we think, feel, or behave at an unconscious level.
- **Ingredients for having implicit bias (3:21):** (1) living in society and (2) having a brain
- **Human nature (4:08):** The evolutionary benefits of implicit bias.
- **Implicit Association Test (5:5):** [Click here to take the IAT for free.](#)
- **The unconscious (7:28):** 80-90% of our thoughts and behaviors throughout the day are unconscious, automatic. We do not process over a conscious level.
- **Negativity bias (9:27):** Our strongest negative biases are around elderly people followed by obese people.
- **The value of implicit bias (12:30):** Dr. Marks on how implicit bias affects our lives and careers.
- **All sorts of —ism (15:46):** Why racism, sexism, ageism, and other group-based biases exist.
- **No judgments (22:03):** Evidence vs emotions
- **On equal footing:** Dr. Marks on how to mitigate the adverse effects of our implicit biases
 - (27:03) in the workplace
 - (35:30) in your personal life

List of Resources Mentioned in the Episode

[Implicit Association Test](#)

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