

I have given you a lot to think about and do in this chapter. You may want to give yourself a period of three months to work through these exercises, so you can give them the attention they need. I encourage you to ask others to keep you accountable by doing these exercises with them, taking the metaphor of the redwood trees and bringing it to life.

- Take the Implicit Bias Association Test (IAT) and share the results with people you trust. Ask for their feedback about the results and if they have noticed you demonstrating the biases you have.
- Complete the Circle of Trust exercise and reflect on the results. Identify what you can do to expand your circle to include people from different identity groups.
- Identify a Qualified Administrator of the Intercultural Development Inventory (IDI), so you can take the assessment, receive your profile and development plan, and talk with them about how you can move along the Intercultural Development Continuum (IDC).
- Create a Social Identity Wheel for yourself and reflect on the questions I provided earlier in the chapter. Share the results with a trusted friend, colleague, mentor, or professional coach and ask for feedback.
- Reflect on your privileges by first thinking about which privileges you have, both earned and unearned, and writing them down. Once you have done this, think about how they manifest themselves in your personal and professional life.
- Complete the cultural iceberg exercise and reflect on the questions I provided earlier. Share the results with a trusted friend, colleague, mentor, or professional coach and ask for feedback.
- Reflect on the eight practices you can do to manage your nervous system to better equip you to become comfortable with complexity and identify how you can develop them.