

Figure 9.2: The PAUSE Strategy

- P:** Pay attention to what's actually happening beneath the judgments and assessments.
- A:** Acknowledge your own reactions, interpretations, and judgments.
- U:** Understand the other reactions, interpretations, and judgments that may be possible.
- S:** Search for the most constructive, empowering, or productive way to deal with the situation.
- E:** Execute your action plan.

Source: Ross, H. J. (2014). Everyday bias: Identifying and navigating unconscious judgments in our daily lives. Lanham, MD: Rowman & Littlefield.