



Scan for more tools

Underrated
Superhero

Systemic Bias Reflection Sheet

Encourage clinicians to self-reflect on potential implicit biases and systemic barriers that may affect client care.

Instructions: Reflection prompts.

Rating Scale:

0 = **Never** 1= **Rarely** 2 = **Sometimes** 3 = **Often** 4 = **Almost Always**

Awareness of Systems:					
Items	0	1	2	3	4
I consider how societal systems impact my clients' lives.					
I acknowledge how my own privileges affect my perspective.					
Interpersonal Practice:					
Items	0	1	2	3	4
I adapt my communication style to be culturally responsive.					
I examine how my assumptions may influence treatment planning.					
Institutional Environment:					
Items	0	1	2	3	4
I advocate for systemic change within my organization.					
I speak up when I witness discriminatory behavior from colleagues.					
Continuous Learning:					
Items	0	1	2	3	4
I actively seek out training on diversity, equity, and inclusion.					
I integrate client feedback about inclusivity into my practice.					

Part of the Clinical Screening Series – theunderratedsuperhero.com/resource-library-hub/

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Scoring Guide:

This tool is not intended to label or diagnose. Scores are meant to highlight areas for growth and identify priority action areas. Use your results as a guide for discussion, self-reflection, and planning next steps.

Follow-Up Questions:

Three ways I can reduce systemic bias in my work this month...

One barrier I can address in my organization...
