Bias Recognition Worksheet

A structured worksheet for recognising patterns of bias in clinical and care settings, practising the Phoenix Pause, and capturing PCREF evidence.

"Neutrality feels safe. It isn't. Presence is risk—and liberation."

About This Worksheet

This worksheet accompanies Lesson 1: The Phoenix Awakening. It is designed to help you recognise patterns of bias in clinical and care settings, using the tools introduced in the lesson—the Phoenix Pause, the Oxytocin Diamond, and the CREP-D[2] framework.

Take your time. There are no right or wrong answers. This is a space for honest reflection. Your notes are private unless you choose to share them.

Part 1: Recognising Bias in Language

Language shapes perception. In clinical settings, certain words and phrases can carry hidden bias that affects how patients are seen, treated, and documented. Review the phrases below and reflect on what assumptions they might carry.

Phrase	What assumptions might this carry?	A more equitable alternative
"Non-compliant"		
"Difficult patient"		
"Aggressive family"		
"Frequent flyer"		
"Poor historian"		
"Refuses treatment"		

Part 2: The Phoenix Pause — Practice Log

The Phoenix Pause has four steps: Hand to Heart, Breathe, Notice, Set Intention. Use this log to record your practice over the coming week.

Date & Setting	What triggered the pause?	What did you notice?	Intention set

Part 3: Jamel's Case — Data Analysis

In the lesson, you explored Jamel's case study. Use this space to deepen your analysis of the systemic patterns you identified.

What patterns of bias did you notice in Jamel's triage time, language used, and family notes?

How might the Phoenix Pause have changed the outcome at each stage of Jamel's care?

Think of a similar situation in your own practice. What data might reveal hidden bias?

Part 4: PCREF Evidence Capture

This lesson connects to PCREF Domains 3 (Data) and 13 (Mental Models). Use this space to capture evidence for your portfolio.

PCREF Domains covered: *Domain 3 — Data | Domain 13 — Mental Models*

What evidence of your learning from this lesson could you present to your Trust?

What one action will you take this week to apply what you've learnt?

"The Phoenix Pause is not a technique. It is a way of being."