EPOCH EDUCATION

Using the RIR Protocol©
CYCLE OF INFERENCE

To help us debias decision making , challenge assumptions, or cultivate a growth mindset, we can apply the RIR Protocol to our cognitive process by:

- **Recognizing** our initial reactions and emotions
- **Interrupting** our narrative with critical questioning
- **Repairing** by engaging in Compassionate Dialogue to clarify the situation

START

ACTION
What follow-up is needed?
What questions will I ask?
What impact or perspectives will I share?

OBSERVE
How is my body reacting?
What emotions do I feel?
How do I behave when I feel this way?
Where am I on the cycle?

Cycle of Inference

BELIEF
What conclusion am I drawing?
What evidence is it based on?
Does it describe the whole picture?

SELECT
What am I focusing on?
What else do I know about the person or situation?
What information have I filtered out?

INTERPRET
How does this reflect my personal experiences?
How does this reflect social-historical stereotypes?
What are the other ways to interpret this?

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Adapted from Chris Argyris' Ladder of Inference