## 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:

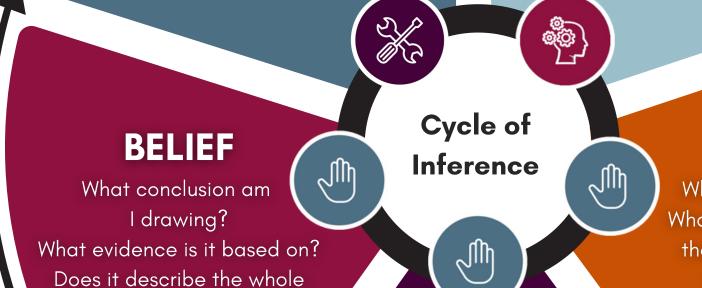
- Recognizing our initial reactions and emotions
- Interrupting our narrative with critical questioning
- Repairing by engaging in Compassionate Dialogue to clarify the situation

### 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?



### SELECT

What am I focusing on? What else do I know about the person or situation? What information

#### picture?

#### INTERPRET

How does this reflect my personal experiences? How does this reflect socialhistorical stereotypes? What are the other ways to interpret this?





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Adapted from Chris Argyris' Ladder of Inference