5 Reflexive Scans to Identify Your Own Invisible Logics

Emotional labor scan: Am I aware of emotional labor (the ways that people must manage certain emotions at work in relation to hierarchy), both my own and that of others? Am I causing emotional labor demands from people around me? Am I unintentionally creating the conditions for others to withhold their authentic reactions and ideas?
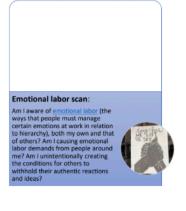
Power and norms scan: What are the norms of communication in this class/meeting? Who decides these norms? Who do they benefit? What happens when they are challenged and how does that shape others' behavior?

Invisible logics scan: What invisible logics shape communication in this space? Which logics are spoken, and which are tacit? What shapes these logics?
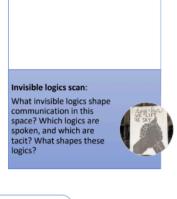
Deflection scan: Am I deflecting, reacting from shame, being defensive, or resisting hearing truths that feel threatening to my identity or sense of self? Do I feel overly entitled to personal comfort in classroom discourse?

Societal trope scan: Am I sufficiently aware of societal tropes (for example, the angry Black woman)? Am I noticing how these stereotypes make people feel frustrated and dehumanized in real time? How am I making sense of this? How am I showing up in this?