Student

Professor

Class

Day Month Year

Personal assumptions as the basis of workplace culture

After watching the assigned TED-talk, I realized that human personality is the product of genetic predispositions and his environmental learning. When we are born, we have nothing but a *blank slate; tabula rasa* as suggested by English Philosopher John Locke. It means that experiences that we acquire through interacting with our environment, parents, siblings, colleagues and other members of community are inserted to our *tabula rasa* in form of memories that we utilize to transform our behaviors in future. These impressions are sometimes unacceptable for us as our moral standards do not allow them to be expressed and we make active attempts to push them in our unconscious mind. However, in the unconscious mind, these impressions still direct our rationality and most of our behaviors without our conscious awareness. Some of these impressions are formed regarding varying biological sexes, varying religions and races that influence the access of the individuals belonging to such groups to the occupational leverage, opportunities and fiscal resources within the workplace. For example, it is commonly thought that women are physically fragile and hence they cannot cater technical jobs at all. Similarly, men are thought to be breadwinners and physically competent hence they are preferred for high-tech jobs in engineering and business sector. Hence, unconscious bias affects the organizational culture to a considerable degree; the number of women in high-tech jobs is as low as the number of males in nursing related jobs.

Works cited

“What does my headscarf mean to you? | Yassmin Abdel-Magied” (2015). TED. Assessed <https://www.youtube.com/watch?v=18zvlz5CxPE>