

COMMON TYPES OF BIAS IN THE HIRING PROCESS (9/06/19)

Contrast bias - Bad interview performance makes next candidate look better.

Order effect: - First and last candidate in a sequential schedule of interview are remembered better.

Anchoring: Relying too heavily on one piece of information when making a decision.

- *Example: You interview someone who was unemployed for a long period of time, and you let this fact weigh more heavily than the applicant's otherwise solid qualifications.*

Bandwagon Effect: Believing something because many other people do. (Like Group think)

Example: "if most think a candidate's skills won't transfer, they must be "right" even if it contradicts your own belief about the candidate.

Social Comparison Bias: The tendency when making hiring decisions to favor candidates who don't compete with one's own strengths.

- *Example: The supervisor who likes to think he's the funniest guy in the room favors the candidate who will not steal the spotlight.*

Premature Ranking – The rush to use numbers, as if they are the only objective, to drive a decision.

Example: Adding up the points for each criterion and relying solely on that. Process needs committee discussion when making a decision.

Representative bias – ASSUMPTIONS

Example: Went to my school ☺, is from my hometown...

Affinity Bias — having a more favorable opinion of someone like us. In hiring this often means referring or selecting a candidate who shares our same race or gender, or who went to the same school, speaks the same language, or reminds us of our younger selves."

Intuition Bias– When an interviewer makes a judgment on the basis of his or her "sixth sense", he is intuitively selecting a candidate or in other words, intuitively rejecting all other candidates.

Confirmation Bias – This is when people create a hypothesis in their minds and look for ways to prove it. It is the innate tendency to seek out confirmation of our preconceived beliefs. For example, when an interviewer forms a distinct opinion about a candidate based on a minute piece of information such as the college they attended, before the actual interview, he or she is succumbing to confirmation bias.