



DO YOU HAVE

# INTERVIEWER BIAS?

## 4 COMMON BIASES TO BE AWARE OF

### 1 CONFIRMATION BIAS

THE TENDENCY TO SEARCH FOR, INTERPRET AND FAVOUR INFORMATION IN A WAY THAT CONFIRMS YOUR EXISTING BELIEFS

#### SITUATION

You are greeted by a candidate who has a flimsy handshake. Your unconscious bias leads you to think they might be untrustworthy.



#### IMPACT

Your future selection and assessment will be limited by this bias as you will be confirming your pre-existing beliefs.

### 2 ANCHORING BIAS

THIS BIAS IS BASED ON FIRST IMPRESSIONS, WHICH MAY 'ANCHOR' YOU TO ONE PIECE OF INFORMATION

#### SITUATION

You are interviewing a candidate who shares their exceptional sales results. You are so impressed by this information that you place less importance on other areas, such as cultural fit.



#### IMPACT

Your choice may be anchored to one piece of information, which may not be the only relevant information to consider when selecting a candidate.

### 3 ATTENTIONAL BIAS

THIS BIAS IS THE TENDENCY TO PAY ATTENTION TO SOME THINGS WHILE SIMULTANEOUSLY IGNORING OTHERS

#### SITUATION

The candidate across the table from you has visible tattoos and piercings. Your focus is fixed on the candidate's appearance and not on what they are saying.



#### IMPACT

When interviewing a candidate, are you assessing all the responses or only focusing on certain elements? Consider what you are truly evaluating.

### 4 HALO AND HORN EFFECT

GOOD (HALO) OR BAD (HORN) TRAITS OVERSHADOW OTHER ATTRIBUTES

#### SITUATION

You interview two candidates for a role. You have an instant connection with the first candidate as they attended the same university as you did. The second candidate had the same amount of experience, but did not have the same background, which led to a less favourable impression.



#### IMPACT

Both Halo and Horn traits can impact whether you hire a candidate for the wrong reasons or mark them as unsuccessful.