

Types of Unconscious Bias During Interviews



Central Tendency

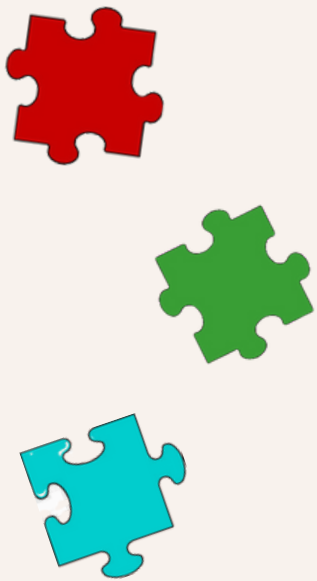
When evaluating several individuals using a consistent rating system, many individuals will rate most of them in the middle of that scale. This inclination to perceive most individuals as average is known as the central tendency bias.

Intuition

Only trusting your "gut"

Group Think

Individuals suppressing their own objections in favor of group harmony.



Cultural Noise

This happens when the candidate provides answers they believe are most generally appropriate in place of their own true opinions. They pick up on what the organization is looking for and tell the interviewer what they think the interviewer would like to hear.

Contrast Effect

The contrast effect bias occurs when candidates are compared against each other rather than evaluated based on the job requirements. For example, if a strong candidate interviews after a person who is less qualified, it might magnify the interviewer's perception of the strong candidate's abilities.

Stereotyping

A stereotype is a judgment of an individual based on perceived or imagined group characteristics rather than individual qualities. This can occur in interviewing when an interviewer's perception of a candidate is based on stereotypes.

First Impression

Interviewers may use their first perception of a candidate to shape their impression of that individual. This bias can occur in the first few moments of an interview and impact the remainder of the interview or even affect the hiring decision.



Variable Questioning

Interviewers might change their questions from one interview to the next based on conscious or unconscious perceptions of each candidate. This could lead to unequal assessment of the candidates.

Recency

It is often easier to remember details from and evaluate interactions that occurred more recently. When more recent interviewees are perceived more positively than earlier ones, it's called recency bias.

Similarity

Interviewers and candidates may discuss hobbies they share or display similar traits in an interview. When they are evaluated on these similarities rather than job-related criteria, it may result in similarity bias.

Halo/Horn Effect

If the interviewer finds one good (halo)/bad (horn), they will favor or disqualify the candidate.

