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Disrupting Bias in Hiring Practices

Common Biases - Types and definitions

Bias Types

\ **Affinity bias** - A positive response to people who are similar to us

\ **Halo effect** - Admiring all of a person's actions because of their praiseworthy actions in the past (i.e. one good or positive interaction outweighs all evidence to the contrary)

\ **Perception bias** - The tendency to form stereotypes or assumptions about certain groups that makes it difficult to make an objective judgment about individual members of those groups

\ **Confirmation bias** - Seeking out evidence that confirms our initial perceptions, ignoring contrary information (once we form an opinion, we seek out examples that support that opinion)

\ **Groupthink** - "Bandwagon" effect, When the desire for harmony or conformity in the group results in wrong decision-making

\ **Friendliness factor**: Being swayed by a candidate's likeability. ("I really liked Candidate X." "Me too!")

\ **In the clouds**: Being swayed by insubstantial evaluations. ("Candidate Y kind of fell flat for me…I can't really put a finger on why." "I know what you mean! I don't know if it was low energy, or what…")

\ **Irrelevant assets:** Being swayed by positive attributes outside of the relevant competency areas. ("I know Candidate Z didn't show a lot of skill in data operations specifically, but s/he really knocked it out of the park in the program role s/he had. I think s/he'd be great for our team!")

\ **Tunnel vision:** Being swayed by one standout aspect of a candidate. ("I know Candidate A scored well in most of the areas, but I just think we need someone with more experience working with kids.")

\ **Power Dynamics Bias** (Justifying bias with someone else's bias): Being swayed by a fear of stakeholder bias. ("I know that WE all recognize that Candidate B is great, but I'm just not sure she has the kind of polish that will impress our funders.")