



# How to Disrupt Bias



# How to Disrupt Interview Bias

A bias is a preference or an inclination for something. Biases are natural mental shortcuts that our brains have evolved over time to help us understand and respond to the world around us.

An Interview Bias occurs when an interviewer consciously or unconsciously forms an opinion of a candidate early in the interview based off of their initial impressions. This happens so quickly that in most cases, the interviewer doesn't even know that it's happening. This can be dangerous because good candidates can be overlooked and the practice can be considered discriminatory in certain situations.

## Examples of Interview Bias

<b>Appearance</b>	Judging an applicant based on their attractiveness, age, weight, clothing, hair, tattoos, piercings, etc. instead of on their knowledge, skills, or abilities. This can cloud judgment positively or negatively.
<b>Stereotyping</b>	Applying common stereotypes about a person's age, gender, religion, race or other characteristics to a person's ability to perform the duties of a job.
<b>Verbal/ Non-Verbal</b>	Some interviewers place an unhealthy amount of emphasis on body language, a weak hand shake, loudness/softness of voice or lack of eye contact.
<b>Cultural</b>	Not taking into consideration certain cultural cues could lead to bias. For example, in some cultures, candidates prefer not to sell themselves as it is considered bragging. Millennials – those born between 1981-1996 – are highly collaborative and may not have a lot of examples of project or task ownership.
<b>Negative Responses</b>	Research indicates that interviewers give negative information about twice the weight of positive information. Learn to balance your interviews so you're not always looking for negative information, but you're allowing the candidate to discuss their positive accomplishments as well.
<b>Halo/ Horn Effect</b>	The "Halo Effect" occurs when an interviewer allows one strong point about the candidate to impact their overall positive impression of the candidate. For instance, knowing that someone went to a prestigious university might cause an interviewer to assume that they are highly competent. The "Horn Effect" is just the opposite. It allows one weak point to influence an overall negative impression of the candidate.
<b>Contrast Effect</b>	Any average or above average candidate who interviews after a weak candidate may appear to be more qualified than they actually are, simply because of the contrast between the two.

# Minimize Interview Bias

To combat interview bias, your goal should be to not make any judgments or hiring decisions until after you've asked all of your planned interview questions, reviewed your notes, and discuss the candidate's qualifications with your hiring team.

## Tips to Minimize Interview Bias

- ✓ Recognize and embrace that we all have bias
- ✓ Learn to mistrust your first impressions
- ✓ Explore and be curious about differences
- ✓ Challenge negative assumptions and stereotypes
- ✓ Don't assume anything! Ask your planned questions, take good notes, and assess each candidate against the requirements of the job