



The Ten Forms of Interviewer Bias

As an interviewer, it's important to be aware of your unconscious biases to ensure you hire candidates based on competency alone. Individual biases can easily influence the selection process and can lead to overlooking the best suited candidate. Here are the ten forms of interviewer bias. Get acquainted with them!

1

Stereotyping

This occurs when we judge a candidate based on our preconceived perceptions of the groups they belong to, including their gender, race, ethnicity, faith or sexual orientation. Stereotyping prevents interviewers from judging the unique individual in front of them.

2

First impression

We can sometimes latch on to the first impression of a candidate, for example their entrance, handshake and first words. This can either lead to us dismissing talented candidates due to a mediocre first impression or glorifying sub-par candidates due to a strong first impression.

3

Non-verbal bias

Sometimes we can judge candidates on their body language rather than their skills, for example their eye contact, smile and general posture. Remember that interviews are stressful situations which can lead to a candidate's body language being vastly different from when they're relaxed. So, it's important to bring the focus back to a candidate's competencies.

4

Inconsistency in questioning

When we don't ask candidates the same questions, we don't give them the same opportunities. It's essential to build up a complete picture of each candidate by asking similar questions.

5

Halo effect