

# TYPES OF BIAS IN HIRING



## FIRST IMPRESSIONS

The tendency of an interviewer to make snap judgments about a job candidate within seconds of meeting them.

## AFFINITY BIAS

The tendency to want to work with someone who is like us culturally, someone we like, and who we can socialize with.



## STEREOTYPE BIAS

Occurs when the interviewer assumes a candidate has specific traits because they are a member of a group.

## CONTRAST BIAS

Occurs when an interviewer inappropriately compares candidates to a single candidate.



## NON-VERBAL BEHAVIOURS

Placing undue emphasis on things that have nothing to do with the candidate's ability to do the job, such as, loudness, eye contact, firmness of handshake, many of which are culturally determined.

## GENDER BIAS

Influence of gender on our assessment of candidates, including a tendency to rate men higher than equally qualified women.



## RACE BIAS

Tendency to treat minority candidates differently in interviews and assess them as less competent when the same qualifications are present.

## PERSONAL DISCOMFORT

Tendency to allow personal discomfort with a candidate to influence the interviewer's behavior in the interview and their assessment of that candidate.