

# 9 Common Types Of Hiring Bias

1

## Halo Effect

When we allow one obvious positive trait about a person to affect how we judge them in other unrelated areas

2

## Horn Effect

When we allow one trait about a person that we perceive as negative to affect how we judge them in other unrelated areas

3

## Confirmation Bias

When we look for information that confirms a belief we already have and to filter out all evidence to the contrary

4

## Affect Heuristic Bias

When our brains use quick mental shortcuts to make decisions heavily influenced by our emotional responses to stimuli

5

## Nonverbal Bias

When we evaluate based on body language (e.g. handshake, posture, eye contact, etc.)

6

## Affinity Bias

When we seek out people who look like us or who share our beliefs or interests and rate them more favorably

7

## Contrast Bias

When we evaluate a candidate as being better or worse based on how we feel about another candidate

8

## Anchoring Bias

When we become rigidly attached to one piece of information and it influences our entire evaluation of a candidate

9

## Conformity Bias

When we choose to behave like others in a group, even if that behavior conflicts with our personal beliefs