

Addressing biases systematically enhances the fairness and effectiveness of the hiring process. Below are six common types of bias and approaches for mitigating them.

1. AFFINITY BIAS

Tendency to favor candidates who are similar to the interviewer in background, interests, age, or personality.

- Use structured interview questions tied to job requirements to ensure consistency across candidates.
- Create a diverse interview panel to reduce the influence of shared similarities.



2. CONFIRMATION BIAS

Tendency to seek information that confirms preexisting beliefs or assumptions about a candidate and related stereotypes.

- Avoid reviewing social media or informal sources before the interview to reduce preconceived opinions.
- Deliberately question your initial impressions by looking for evidence that contradicts them.



3. STEREOTYPING

Assigning broad characteristics or assumptions to a candidate based on their group identity.

- Attend unconscious bias training prior to conducting interviews.
- Evaluate candidates individually before comparing them to others in the pipeline.



4. HALO EFFECT

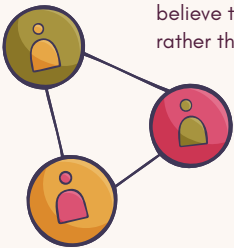
Allowing one positive characteristic or experience to overshadow other aspects of the candidate.

- Assess each competency separately to prevent one strong area from influencing unrelated ones.
- Reflect on whether the positive trait is truly or even relevant to job performance.

5. CULTURAL NOISE BIAS

Occurs when interviewers push candidates to provide responses they believe the interviewer wants to hear, rather than answering authentically.

- Ask situational or behavioral questions that require examples from past experiences.
- Clarify that honesty is valued over "perfect" answers to help candidates feel comfortable.



6. ATTRIBUTION BIAS

Assuming success or failure is due to inherent traits rather than external circumstances (e.g. age, gender, race).

- Consider external factors that may have influenced the candidate's achievements or challenges.
- Regularly reflect on whether judgments are based on facts or personal assumptions.

