

## **Interviewer Biases**

It is important for interviewers to understand and avoid biases that can affect the outcome of the interview. The following are some examples of interviewer bias:

### **Stereotyping**

Forming generalized opinions about how people of a given sex, religion, or race appear, think, act, feel, or respond.

### **Inconsistency in Questioning**

Asking different questions of applicants.

### **First Impression Error**

Interviewer makes snap judgments and lets his/her first impression (positive or negative) cloud the entire interview.

### **Negative Emphasis**

Rejecting an applicants on the basis of a small amount of negative information.

### **Halo/Horn Effect**

The interviewer allows one strong point that he/she values highly to overshadow all other information.

### **Cultural Noise**

The failure to recognize responses of an applicant that are socially acceptable rather than factual.

### **Nonverbal Bias**

Undue emphasis is placed on nonverbal clues that are unrelated to job performance.

### **Contrast Effect**

Strong applicants interviewed after weak ones may appear more qualified than they actually are because of the contrast.

### **Similar-To-Me Error**

Picking applicants based on personal characteristics that they share with the interviewer rather than job-related criteria.

### **Central Tendency**

This is the bias that happens when you're holding out for the perfect candidate. You find fault with everyone, so you class everyone as "middle of the road" and keep looking for that elusive perfect candidate.

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