

Types of Interview Biases

WHAT IS IT?

Interview bias is a type of prejudice that creeps into the hiring process, skewing an interviewer's judgment of a candidate. It happens when an interviewer's expectations or opinions about a person (consciously or unconsciously) influence their evaluation of the candidate's qualifications for the job.



Stereotyping

Making assumptions about a candidate based on their race, gender, age, or other characteristics.



Halo/Horn Effect

Letting one positive or negative aspect of a candidate (like their education or a bad answer) influence your overall impression.



First Impression Bias

Placing too much weight on a candidate's initial demeanor or nervousness.



Similar-to-Me Bias

Favoring a candidate you perceive to be similar to yourself in background or personality.



Confirmation Bias

Looking for information that confirms your pre-existing beliefs about a candidate, and overlooking information that contradicts them.



Affinity Bias

Feeling a connection with a candidate because of shared interests or experiences, which can lead to overlooking their shortcomings.



Nonverbal Bias

Making judgments about a candidate based on their body language, clothing, or other nonverbal cues.



Contrast Effect

Evaluating candidates in comparison to each other, rather than against the qualifications for the job. This can lead to disfavoring a strong candidate who follows a weak interviewee.



Central Tendency Bias

The tendency to rate all candidates similarly, avoiding extremes in evaluations. This can lead to overlooking exceptional candidates.



Cultural Noise

Misunderstandings that can arise due to cultural differences in communication styles or expectations.

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