

TYPE of BIAS	DEFINITION	EXAMPLE
Contrast Bias:	Occurs when an interviewer inappropriately compares candidates to a single candidate	If one candidate is particularly weak, others may appear to be more qualified than they really are
Cultural Noise Bias: First Impression Bias:	Occurs when candidates answer questions based on information they think will get them the job – What they think the interviewer wants to hear Occurs when candidates are judged based on what happens during the first few minutes of the interview	A candidate who has been an individual contributor may tell an interviewer that they prefer to work as part of a team A candidate who is very nervous and stutters during the first few minutes of the interview may be viewed as less qualified even if during the remainder of the interview, they were poised and well spoken
Similar to Me Bias: Stereotyping Bias:	Occurs when the candidate has interests or other characteristics that are the same as those of the interviewer which causes the interviewer to overlook negative aspects about the candidate Occurs when the interviewer assumes a candidate has specific traits because they are a member of a group	An interviewer who played college football may select a candidate who did so too, even though the candidate's qualifications are not the best for the position An interviewer may assume that a woman would not be able to successfully perform in a job that requires frequent lifting of packages weighing 50 pounds
Halo Effect Bias:	Occurs when the interviewer evaluates a candidate positively based on a single characteristic	A candidate's self-confident attitude may overshadow a lack of experience in a particular requirement

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<p>Gut Feeling Bias:</p> <p>Harshness Bias/Horn Effect:</p>	<p>Occurs when the interviewer relies on an intuitive feeling that the candidate is a good, or bad, fit for the position without looking as whether or not the individual's qualifications meet the criteria established</p> <p>Occurs when the interviewer evaluates a candidate negatively based on a single characteristic</p>	<p>You're interviewing an applicant for a job, and you feel something is off. They say all the right things, and their resume is perfect for the job, except your gut tells you otherwise.</p> <p>In this case, the rater may have higher personal standards they're comparing the candidates to, resulting in lower average ratings. Other reasons this error may occur is that that the rater dislikes the candidate for a reason outside of the interview, or else also lacks a clear understanding of the areas in which the ratings are being made.</p>
<p>Leniency Bias:</p> <p>Negative Emphasis Bias:</p>	<p>Occurs when the interviewer tends to go easy on a candidate and gives a higher rating than is warranted, justifying this with an explanation</p> <p>Occurs when the interviewer allows a small amount of negative information to outweigh positive information</p>	<p>In some cases, individuals have a tendency to give the majority of candidates outstanding ratings across the board, ratings that are higher than they might be in reality. This can stem from various sources, such as if the rater simply likes the individual, if they don't like giving low scores because they don't feel justified doing so, or if they do not have a solid understanding of the areas they are making the ratings for.</p> <p>Negative emphasis often happens when subjective factors like dress or nonverbal communication taint the interviewer's judgment.</p>