

Behaviors That Impact the Hiring Process

There are many behaviors that impact our decision making in an unconscious manner. They include reflexive preferences that shape most people's view about a person, place, or thing. They can also include learned stereotypes that are automatic, unintentional, and deeply ingrained within our beliefs. Below is a list of hidden biases that can impact the hiring process.

- **Affinity Bias:** a natural affinity towards a candidate due to something we have in common with them
- **Anchoring Bias:** information that we become rigidly attached to that has nothing to do with the candidate
- **Attitudes:** evaluative feelings that are positive or negative and affect our understanding, decisions, and actions. Attitudes can form as a result of our upbringing, how we were raised, or our geographic location.
- **Beauty Bias:** the way people are perceived by others based on their physical attractiveness
- **Confirmation Bias:** looking for information that confirms a belief you already have and to subconsciously filter out all evidence to the contrary
- **Conformity Bias:** the tendency for people to act similar to those around them regardless of their own beliefs (peer pressure)
- **Contrast Bias:** comparing and contrasting one candidate against another rather than comparing candidates to the ideal candidate profile
- **First Impression Bias:** allows your initial judgement or first impression of a candidate – good or bad – to affect your feedback or decision
- **Gender Bias:** the tendency to prefer one gender over another
- **Halo/Devil Effect:** a positive or negative first impression that leads us to treat a candidate more or less favorably
- **Pedigree Bias:** a hiring preference that favors those who have qualifications or connections that are considered “elite”
- **Stereotyping:** placing a candidate in a group based on traits we associate with a specific category

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