

# Disrupting Bias in Hiring Practices

Common Biases – Types and definitions

## Bias Types

- **Affinity bias** - A positive response to people who are similar to us
- **Halo effect** - Admiring all of a person's actions because of their praiseworthy actions in the past (i.e. one good or positive interaction outweighs all evidence to the contrary)
- **Perception bias** - The tendency to form stereotypes or assumptions about certain groups that makes it difficult to make an objective judgment about individual members of those groups
- **Confirmation bias** - Seeking out evidence that confirms our initial perceptions, ignoring contrary information (once we form an opinion, we seek out examples that support that opinion)
- **Groupthink** - "Bandwagon" effect, When the desire for harmony or conformity in the group results in wrong decision-making
- **Friendliness factor** - Being swayed by a candidate's likeability. ("I really liked Candidate X. " "Me too!")

Care over convention. Insight over instinct. Leadership that lasts.

© 2025 Edgility Search. All Rights Reserved.

This material is copyright protected under US and international law and may not be copied, publicly displayed, reproduced, or redistributed, in whole or in part, without the express written consent of Edgility Search.

- **In the clouds** - Being swayed by insubstantial evaluations. ("Candidate Y kind of fell flat for me...I can't really put a finger on why." "I know what you mean! I don't know if it was low energy, or what...")
- **Irrelevant assets** - Being swayed by positive attributes outside of the relevant competency areas. ("I know Candidate Z didn't show a lot of skill in data operations specifically, but s/he really knocked it out of the park in the program role s/he had. I think s/he'd be great for our team!" )
- **Tunnel vision** - Being swayed by one standout aspect of a candidate. ("I know Candidate A scored well in most of the areas, but I just think we need someone with more experience working with kids. ")
- **Power Dynamics Bias** (Justifying bias with someone else's bias) - Being swayed by a fear of stakeholder bias. ("I know that WE all recognize that Candidate B is great, but I'm just not sure she has the kind of polish that will impress our funders.")