

# UNCONSCIOUS BIASES

## ➤ Behavioral Checklist

Ask yourselves the following questions during the hiring process to help prevent unconscious biases



*Check all that apply*

### NORMATIVE BIAS



Am I rejecting a valid way of demonstrating knowledge just because it is new to me?

### PERFORMANCE BIAS



Am I making assumptions about merit because the applicant is in a dominant group?

### CONFIRMATION BIAS



Am I assuming that the applicant is not qualified and then looking for evidence to support this conclusion?

### PERFORMANCE -ATTRIBUTION BIAS



Am I assuming that this applicant is part of the job process because of special measures rather than merit?

### LIKEABILITY TRADE OFF



Am I looking for a 'friend' or for a professional who meets job expectations?

### MATERNAL BIAS & DEBASEMENT FILTER



Am I questioning the applicant's interest/investment in this role based on their personal identity?

