**Interviewer Biases**

It is important for interviewers to understand and avoid biases that can affect the outcome of the interview. The following are some examples of interviewer bias:

**Stereotyping**

Forming generalized opinions about how people of a given sex, religion, or race appear, think, act, feel, or respond.

**Inconsistency in questioning**

Asking different questions of applicants.

**First impression error**

Interviewer makes snap judgments and lets his/her first impression (positive or negative) cloud the entire interview.

**Negative emphasis**

Rejecting applicants on the basis of a small amount of negative information.

**Halo/horn effect**

The interviewer allows one strong point that he/she values highly to overshadow all other information.

**Cultural noise**

The failure to recognize responses of an applicant that are socially acceptable rather than factual.

**Nonverbal bias**

Undue emphasis is placed on nonverbal clues that are unrelated to job performance.

**Contrast effect**

Strong applicants interviewed after weak ones may appear more qualified than they actually are because of the contrast.

**Similar-to-me-error**

Picking applicants based on personal characteristics that they share with the interviewer rather than job-related criteria.