



Talent selection:

7 Common Biases and self-reflection questions

SIMILARITY

Perceiving people who are similar more positively than people who are different

Self Reflection:
Am I overemphasizing candidates who possess the same background, characteristics or strengths that I have?

CONFIRMATION

Focusing only on the information that supports your existing beliefs

Self Reflection:
Have I actively sought out evidence that contradicts my perspective about the individuals who I consider top talent?

ANCHORING

A tendency to jump to conclusions and sticking to your first impression

Self Reflection:
Am I reluctant to change my mind as new evidence emerges about specific candidates?

OVERCONFIDENCE

Placing too much faith in your own knowledge or opinions

Self Reflection:
Am I open to the possibility that I don't know all the information needed to make the best selection decisions?

CULTURAL

Interpreting situations solely from the perspective of your own background or cultural context

Self Reflection:
Have I considered how my cultural background influences the types of candidates I value?

INERTIA

Defaulting to ways in which you've done things in the past

Self Reflection:
Am I using the appropriate criteria that is relevant to assess top talent today, rather than in the past?

RISK-AVERSION

The inclination to avoid risk for fear of making a mistake

Self Reflection:
Am I emphasizing a candidate's potential as much as their risk of derailing?