RATER ERRORS-BIASES

SCREEN 1

“Rater Errors” are described as our personal biases. As cultural norms influence our perceptions towards others, conscious and unconscious “rater errors” influence the manner in which we tend to screen and select candidates. Raters, or in this case, members of the search and screen committee may unintentionally distort an applicant’s qualities or qualifications based on several tendencies.

SCREEN 2

For example, the Halo Effect occurs when you allow an overall assessment of the applicant to influence your evaluation of that person on all of the traits being rated.

First Impressions speak for themselves – here’s where you allow your first impression to dictate your ratings on all areas during the interview.

Central Tendency occurs when you are reluctant to give good or bad ratings to applicants – even those deserving very high or very low ratings.

Leniency occurs when you give all applicants favorable ratings. Similar to central tendency except in this case, no one gets average or poor ratings, even those deserving.

And Tough Mindedness is the opposite of leniency in which there is a tendency to give unfavorable responses even when undeserved.

SCREEN 3

The tendency of a Random Assessment occurs by haphazardly assigning different ratings to applicants just to give the appearance of a thorough evaluation.

Logical Rating errors occur by giving a high rating to an applicant on one trait because you gave another applicant a high rating on a different trait.

A common rater error grounded in cultural norms is called the Similar to Me Effect where there is a tendency for people to be judged favorably when they are more similar, rather than dissimilar to the Rater in attitude, behaviors and background.

With the Contrast Effect the Rater has the tendency to evaluate the person relative to others, rather than on the extent to which the individual can fulfill the essential functions and requirements of the job.

In order to avoid these sorts of tendencies, we must know ourselves, who we are and what we like. Our own biases are hard to admit, but we have them.
As you proceed with this important work, please do not hesitate to contact our office should you ever have any questions. You can reach the Office of Equity and Diversity by calling (419) 372-8476. Or you can go to our website which is located at http://www.bgsu.edu/offices/oed/index.html.

The contents of this presentation can be found on the Office of Equity and Diversity’s website.

Thank you for your time.