

Checklist for objective (less biased) evaluation



Standardise to enable objective evaluation.

Compare systematically to criteria, use the same level of scrutiny for each candidate, and the same set of interview questions for one position - to name a few cornerstones.



Slow down the speed of decision-making.

Time pressure easily leads to instinctive (more biased) reasoning.



Acknowledge similarity bias.

Observe your thought patterns; which elements in a candidate increase their likeability for you?



Question stereotypes.

We might assign qualities to persons based on a group one belongs to (e.g. ethnic background, gender), even though belonging to a group is not a reflection of competence or merit.



Keep in mind that reviewers are subject to same biases.

Just like us, reviewers might at times reflect stereotypical views of demographic groups.



Bring up biases in a respectful manner when you witness them.

We all have biases, let's not judge but engage in active dialogue on them.