8 Ways to Reduce Interviewer Bias

Evidence

over opinion

Have interviewers to provide specific examples of the candidates competence and motivation to do the work. Not just their opinions.

Be a juror not a judge

Hear all the evidence before deciding yes or no. And then still wait 30 minutes before making a decision.

Use reverse logic

Become cynical with those you like, and open-minded with those you don't like.

Define the job, not the person

Focus on what the candidate will do in the role, not what experience they should have.

Consistency is key

Standardize your interview questions for all candidates.

Perspective is everything

Have a diverse team conduct interviews, solicit feedback from each person the candidate met.

Treat candidates as consultants

Assume the candidate is extremely competent and treat them with respect.

Conduct a phone screen first

The phone minimizes the visual part of the first impression bias.