Rater Errors

“Influences of Personal Biases”
Rater Errors

**Halo Effect** – allow overall assessment of the applicant to influence your evaluation of that person on all of the traits being rated

**First Impression** – allow your first impression to dictate your ratings on all areas of the interview

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

**Leniency** – tendency to give all applicants favorable ratings. No one gets average or poor.

**Tough Mindedness** – opposite of leniency. Tendency to give unfavorable responses even when undeserved.
Rater Errors

**Random** – unconcerned with rating you give by haphazardly assign different ratings to give appearance you did a thorough evaluation

**Logical Rating Error** – give a high rating to an applicant on one trait because you gave applicant high rating on a different trait

**Similar to Me** – rater uses self as norm or standard to judge applicants. Allow self-perceived characteristics to influence what you perceive in others

**Contrast Effect** – rates applicants against each other rather than on each dimension

**Biases are Hard to Admit**