

Unconscious Bias in Recruiting

96% of recruiters think unconscious bias is a problem. Allowing personal feelings to get in the way of recruitment limits your team's diversity and professional development.

Types of Unconscious Bias



Affinity Bias

Unconsciously preferring someone because they share the same values as you.

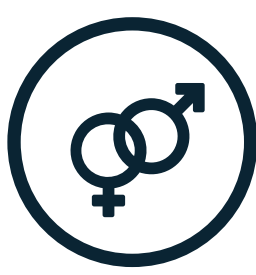
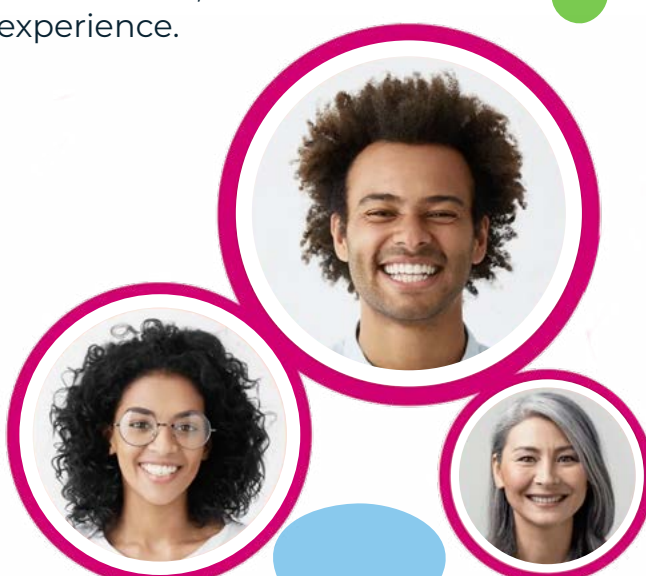
95%
of employers think cultural fit is important.



Beauty Bias

Judging someone based on their looks, rather than their skills or experience.

36%
more application responses are received by attractive people.



Gender Bias

When gender roles and stereotypes influence your decision.

34%
of young adults didn't get a job due to their gender.



Confirmation Bias

Picking problems with someone to suit your opinion through selective listening.

60%
of interviewers judge a candidate within 15 minutes.



Conformity Bias

Allowing people around you to influence your opinion, or conforming to their opinion out of fear of judgement.

75%
of people conform out of fear.



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Halo and Horn Effect

Focusing on either one positive thing (halo) or one negative thing (horn) about a person and basing your decision on that single thing alone.

31%
of employers are bias towards a candidate.



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