



Bias Scorecard

There are no “right” answers to this questions. Interviewers should use this scorecard to ensure they think carefully about what biases they may have about any specific candidate.

		Y	N
Conformity	Are you inclined to support this candidate because you know or believe your colleagues do?		
Beauty	Does this candidate have physical attributes that may be causing you to prefer them over others?		
Affinity	Do you share an affinity with this candidate?		
Halo	Did you identify one great thing about this candidate that may be coloring the rest of your perceptions about them?		
Horns	Did you identify one bad thing about this candidate that may be coloring the rest of your perceptions about them?		
Similarity	Do you see parts of yourself in this candidate?		
Contrast	Are you assessing this candidate based on their similarity to or difference from others who are or have been in this role?		
Attribution	Are you attributing any of this candidate's successes to luck or any of their failures to their own poor behavior?		
Confirmation	Did you spend time during the interview seeking to confirm your prior-held opinions about this candidate?		