

# Strategies to Disrupt Implicit Bias in Recruitment

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Review counter-stereotypical images prior to first impressions.



Offset each other's bias on the selection committee.



Structured interviews, standardized questions, same person asks same question every time.



(Re)Start fresh for each interview.



Intentionally offset factors that increase impact of bias (hunger, speed, tiredness).



Give likeability a numeric score.



Keep comments to yourself, until after scoring.



Acknowledge that you are looking for diversity that might may not "fit".