



PRE-INTERVIEW BIAS REFLECTION

IONS Interviewer Bias Check – Reflection

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For each candidate interview, reflect on the following questions prior to making your decision and recommendation to the team regarding next steps. The goal of these reflections is to bring forward any biases and assumptions – favourable or not – that we as interviewers are bringing into our selection process. These questions are not designed to be shared with the candidate(s) or your colleagues but are instead designed as a personal check for yourself to help ensure that all candidates are being given honest, fair, and open assessments and that our personal preferences and prejudices aren't impacting our decisions.

Pre-Interview

1. What feelings and assumptions am I holding about this candidate going into the interview?
2. What conscious / unconscious biases might be impacting my impression of this person?
3. How am I going to actively challenge these biases and assumptions to ensure I am open to this candidate's interview and application?
4. Is being aware of these biases and assumptions helping you to recognize unfair judgements you've made up to this point?

Post-Interview

1. Was there anything that the candidate shared or asked during the interview that I didn't respond to well?

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2. What conscious / unconscious biases might be impacting those feelings?
 3. Was there something the candidate shared or asked that I was excited about?
 4. What conscious / unconscious biases might be impacting those feelings?
 5. Have these positive or negative responses impacted your scoring on the interview questions?
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