Is Unbiased Interviewing Possible?

Having worked in Talent Acquisition for nearly 20 years, across the globe, I have seen a lot of unbiased interviews! One observation I have made is that people subconsciously seem to always want to hire "Mini-Me's" (people like themselves). People who act the same, think the same, walk and talk the same, have the same philosophies, ethics & morals. An article in the [Telegraph](#) says that people hire people they fancy spending time with, and an article in [Forbes](#) suggests that "Employers Hire Potential Drinking Buddies."

So, is an unbiased interview even possible?

Honestly, hiring a team of "mini me's" is a bad idea. Think about it for a second. Do you really want to build a team that thinks the same, acts the same, walks and talks the same? How is innovation ever going to survive in this type of environment? How will you grow individually if you are surrounded by people who are just like you? It's healthy to have people in your team who think differently, act differently and challenge your thinking.

So, what can you do to ensure unbiased interviews are possible?

Be aware of your biases & expose them

To be unbiased in an interview, you first need to know where your biases are and why? Write down your biases before an interview. Be as objective as possible, and open and accountable to someone else about your biases.

Diversify your interview panel

If your team are all "like minded" then invite someone outside of your team to interview potential candidates. If you can't think of anyone then go external and have a completely unbiased person on the interview panel. This is a service offered by Cornerstone Talent!

Be consistent in your interviewing

I am not an advocate for using exactly the same questions for each candidate, as your interview can become too robotic and you won't actually get the best out of the candidate. I would, however, suggest you ensure you get to know each candidate to the level degree, then you'll be able to objectively evaluate each candidate.

Let an unbiased computer help

There are many mental ability, aptitude and personality tests on the market. Some of them are great, some are awful so pick wisely. I personally, really like (My bias) the Jung Typology Test, which is based on Carl Jung and Isabel Briggs Myers' typological approach.

These tests give you another layer of assessment. I'd never advise making a decision based on just the test, but I would include it in your interview process.

Here are some changes you can make today to help your organisation make unbiased interviews possible:

- Evaluate your previous hiring success
- Implement a consistent approach to interviewing
- Add a mental ability, aptitude or personality test into the process
- Have a diverse interview panel or have an external person objectively interview some of your preferred candidates
- Write down your own biases prior to interviewing and show them to someone else on the interview panel, so they can hold you accountable.

I would recommend reading the following article to help you identify your biases.

https://www.fastcompany.com/3036627/youre-more-biased-than-you-think