# Job Interview Scenarios

Please list what biases are in effect and how we can interrupt them

1. Aaron and Roger are reviewing resumes and Aaron says “Belinda will be great! It says on her application she went to UW Platteville, just like us.” Roger says, “Let’s call Belinda in.” Belinda walks in and gives them both a firm handshake—Aaron and Roger look at each other and mouth “this is the one.”

List Bias:

How would you interrupt it?

1. The toy department is running interviews for their next cashier. Coco is running late for her interview and does not notice she has toilet paper on her shoe. She walks into the room and everyone backs away from her, but they continue with the interview as if nothing is wrong. After the interview the discussion goes as follows:

Bart: Did you see Coco had toilet paper on her shoe?

Lisa: Yes, I did notice that. We cannot have anyone that careless working in the shoe division.

Bart: NEXT!

List Bias:

How would you interrupt it?

1. The Candy Shop is doing a hiring event for the holidays. They have interviewed 250 people for 25 positions. Afterwards, they have the following conversation:

Curtis: The last 25 were better than any of the previous candidates.

Kim: I agree, the only candidates that stood out were the last ones. All the other ones just blurred together. I have a feeling the last few will be successful here.

Curtis: Well there you have it. I’ll start making the offers now.

List Bias:

How would you interrupt it?

1. The Salad House is hiring a new lettuce cutter. Three people come in. One is dressed in a chef’s uniform while the others are dressed in typical business casual interview attire.

Lauren (head chef): We have to pick the person that wore his chef uniform for the interview, he showed up ready to work.

Bill: I totally agree. He already looks like part of our team. Do we even need to interview these other people?

Lauren: Well they came all the way out here. Let’s at least give them the interview, but we know who we are hiring.

List Bias:

How would you interrupt it?