

JASMINE GARTNER CONSULTING

BEAT BIAS FACT SHEET

6 BIASES THAT IMPACT THE WORKPLACE

WWW.JASMINEGARTNER.COM

IN-GROUP BIAS



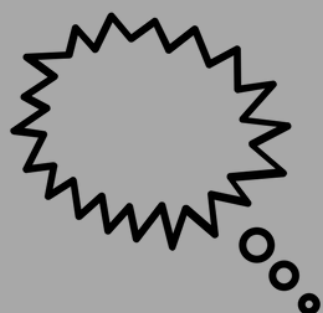
In-group bias is when you find the group you belong to ('us') to be better than those groups you don't belong to ('them'). You will see members in your group as special

OUT-GROUP HOMOGENEITY BIAS

Out-group homogeneity bias is when you look at groups you don't belong to ('them') and assume all members think and behave identically.



GROUP ATTRIBUTION ERROR



If you assume that because one member of a group says something, everyone in that group thinks it, this is called group attribution error.

PERFORMANCE BIAS

You can judge someone's performance based either on their potential or their past record. Performance bias is when you choose the person you perceive as having potential.



PERFORMANCE ATTRIBUTION BIAS



Do you attribute someone's success due to innate skills? Or to luck, hard work or getting a leg up? If so, you are demonstrating performance attribution bias.

STATUS QUO BIAS

This is a preference for the way things are now.

