Unconscious Bias

You’re about to hire a new manager for your organisation, and three candidates have made it to the interview stage.

Who do you hire? Why? What are your first impressions?

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| **Candidate 1**  Business qualification  Great communicator  Team motivator  Self-promoter  Strong Social Conscience | **Candidate 2**  Journalism qualification  Fierce competitor  Clear thinker  Great work ethic  Strong performer | **Candidate 3**  No formal qualifications  Managed billion dollar businesses  Well connected in the business circles  Great leadership skills |

During recruitment, you found out a little more about each candidate.

Has this changed your preferred candidate? Why?

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| **Candidate 1**  Born with tetra-amelia syndrome (absence of all 4 limbs) | **Candidate 2**  Was diagnosed with asperger’s syndrome as an adult | **Candidate 3**  Lives with dyslexia |

Congratulations, you’ve hired:

|  |  |  |
| --- | --- | --- |
| **Candidate 1**  **Nick Vujicic** | **Candidate 2**  **Anne Hegerty  (The Governess)** | **Candidate 3**  **Richard Branson** |

#### This activity has been adapted with approval from Diversity Australia.