

## 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?

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

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

Has this changed your preferred candidate? Why?

| <b>Candidate 1</b>                                       | <b>Candidate 2</b>                                 | <b>Candidate 3</b>  |
|----------------------------------------------------------|----------------------------------------------------|---------------------|
| Born with tetra-amelia syndrome (absence of all 4 limbs) | Was diagnosed with asperger's syndrome as an adult | Lives with dyslexia |

**Congratulations, you've hired:**

# Job Access

Driving disability employment

|                                    |                                                       |                                       |
|------------------------------------|-------------------------------------------------------|---------------------------------------|
| <b>Candidate 1</b><br>Nick Vujicic | <b>Candidate 2</b><br>Anne Hegerty<br>(The Governess) | <b>Candidate 3</b><br>Richard Branson |
|------------------------------------|-------------------------------------------------------|---------------------------------------|

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



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