



PT WORK Force®

## Is a First Impression Preventing You From Hiring the Right Person?

First impression bias exists and can be the cause of many hiring mistakes. Lou Adler, in an [article appearing](#) in a LinkedIn blog, has five suggestions to help eliminate first impression bias in the hiring process.

The first thing you need to do is admit this bias exists. Then you can take steps to eliminate it from your hiring process.

Bias is more apt to occur in a face-to-face interview, so start your process with a phone interview. Yes, it can be tempting to skip this step in order to make a quick hire, but will it be the best hire? If you can't see a candidate it is easier to focus only on the candidate's work history and accomplishments.

Another suggestion is to objectively ask yourself at the end of the interview if the first impression you made about the candidate is relevant to them being successful in the position. Remember you are trying to find the best fit for the job, regardless of looks, age or any other non-work related factor. Put yourself in the shoes of the candidate and you will be less likely to use first impression as a reason for hiring.

### **Action Step:**

Take stock of how you make hiring decisions based on first impressions and move to evaluating the candidate on how well they will perform in the position.

