

HireVue Interview Evaluator Training Glossary

Terms	Definition
Competencies	Competencies are individual components or combinations of knowledge, skills, abilities, and other characteristics (KSAOs) that are needed to be effective in a job.
BARs	Behaviorally Anchored Rating Scales or BARS are scales used by human evaluators to rate performance. Use the BARS to compare an individual's performance against specific examples of behavior that are anchored to numerical ratings.
System 1 Thinking	Automatic processing or System 1 Thinking is a mode of thinking that is unconscious, fast, instinctive, and emotional ; although helpful when quick decisions are needed, this mode of thinking is also error prone.
System 2 Thinking	Reflective processing or System 2 Thinking is a mode of thinking that is cautious, thoughtful, controlled, and deliberate ; this is a more effortful thinking process in which your brain is thinking more slowly and logically and taking time to challenge itself
Interviewer Biases	Definition
Affinity Bias	This bias is about preferring those who are similar to us.
Gender Bias	This is when you have a preconceived notion of what one gender versus the other prefer and are capable of, and you let it influence your opinion of a candidate, purely on the basis of their gender.
Confirmation Bias	Confirmation bias is the inclination to draw conclusions about a situation or person based on your personal desires, beliefs and prejudices rather than on unbiased merit. This bias occurs when you are only looking for information that confirms your beliefs and you disregard information that can discredit them.
Age Bias	Age bias is a preconceived notion about age, similar to the gender and race biases.
Name or Racial Bias	Name or racial bias is similar to the gender bias, but referring to preconceived notions about people of different races or ethnic backgrounds .
Halo or Horn Bias	This bias means you let your first impression of a candidate color all of your subsequent judgment of them. "Halo" is when a positive first impression trickles into subsequent ratings. "Horn" is when a negative first impression trickles into subsequent ratings.

