Typical Cognitive Errors
Unwittingly Made by Individuals

From JoAnn Moody (2007): Rising Above Cognitive Errors
http://www.diversityoncampus.com/
Typical Cognitive Errors

- Negative and positive stereotyping (broad generalizations about groups attributed to an individual)
- Raising the bar (increasing job requirements during evaluation)
- Elitism or snobbery (downgrading for a certain characteristic)
Typical Cognitive Errors

- First impressions (making fast and unexamined assumptions)
- Longing to clone (reproducing the current faculty/committee)
- Good fit/bad fit (concern over how comfortable one feels with a candidate)
Typical Cognitive Errors

- Provincialism (trusting only those you know)
- Extraneous myths & assumptions (second-guessing the candidate)
- Wishful thinking (holding on to an assumption despite evidence to the contrary)
Typical Cognitive Errors

- Self-fulfilling prophecy (structuring an interaction according to preconceived assumptions)
- Seizing a pretext (creating smoke screen to hide real agenda)
- Character over context (failure to consider extenuating circumstances in an interaction)
Typical Cognitive Errors

- Premature ranking/digging in (rush to give a number or rank)
- Momentum of the group (push to group consensus)