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Staff selection, unconscious biases and stereotypes

Topic area:	(Self-) management, Gender and Diversity
Setting:	Online or in-house workshop
Workload:	2 webinars of 2.5 h each = 1 workshop day
Trainer:	Philipp Gramlich
Target group:	Postdocs and junior group leaders



Make better hiring decisions, recognise unconscious biases and develop fair, effective recruitment practices for your team.

Hiring a new team member is one of the most consequential decisions in research. Yet how do you know who will be a good fit? Staff selection often relies on scientific achievements, personal impressions and recommendations. All can provide valuable information, but they can also be influenced by unconscious biases and stereotypes.

We tend to favour people who resemble ourselves, follow familiar career paths or simply make a good first impression. These preferences can lead to biased decisions and cause us to overlook excellent candidates. Fortunately, there are practical ways to make staff selection more transparent, fair and effective.

In this interactive workshop, we'll examine the entire recruitment process, from defining selection criteria and writing job advertisements to conducting interviews and negotiating employment conditions. You'll develop practical strategies to reduce bias and make better hiring decisions – with insights that also apply to many other professional situations.

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In this workshop, we'll explore:

Understand biases in staff selection

- *Recognise how stereotypes and unconscious biases influence hiring decisions.*
- *Develop strategies for more transparent, evidence-informed decisions.*

Make better recruitment decisions

- *Define selection criteria before assessing candidates.*
- *Write a job ad that is much more than a formal box to be ticked.*
- What can you learn about a candidate from the application documents and from phoning references?
- Choose interview questions that help you understand the candidate as a person.
- Salary negotiation is much more than a simple haggling process.

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