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## **Best Practices for Search Committees - Infographic**

ADVANCE IT North Carolina Agricultural and Technical State University

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## Common Cognitive Errors

### Negative Stereotypes

*Making negative presumptions about a person*

#### Raising the Bar

*Holding members of certain groups (based on social identity) to a higher level of achievement*

#### Longing to Clone

*Self-replicating by hiring persons of similar pedigree, attributes, or background*



#### Premature Ranking

*Rushing to use numbers to drive a decision while ignoring full criteria set (i.e. strengths and weaknesses)*

#### First Impressions

*Drawing conclusions based on personal likes/dislikes in a matter of seconds*

#### Wishful Thinking

*Personal opinions and assumptions rather than facts and evidence used to drive decision making.*

## Mitigating Common Cognitive Errors and Organizational Dysfunction



Adapted from Council of Colleges of Arts & Sciences - [Moody, J. \(2005\). Rising Above Cognitive Errors: Guidelines for Search, Tenure Review, and other Evaluation Committees. Women in Engineering ProActive Network.](#)  
Adapted from North Dakota State University, [Cognitive Errors Card](#)  
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