
ACTIVITY 13.7 | Interviewing Assumptions and Biases

Directions: Answer the following five questions. The more candid you are, the more helpful this information will be.

1. What behaviors do I currently expect from someone I interview or hire? Consider the following areas specifically:

- Language skills/usage

- Communication style (verbal and nonverbal)

- Etiquette (involves social norms such as handshakes, how people are introduced, and distance between people)

- Social values (egalitarianism vs. hierarchical structure)

2. What assumptions do I make about potential interviewees and their competence when I see different behaviors than I want or am used to?

- Language: _____

- Communication: _____

- Etiquette: _____

- Values: _____

3. What differences are easy for me to handle? _____

4. What differences are a problem? _____

5. What does this suggest I need to do differently to be more sensitive and open when I interview people different from me in a whole variety of ways? _____
