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Tips to Reduce Implicit Bias in Executive Hiring

1. Learn About Implicit Bias

Overcoming any challenge begins with understanding it. Think of this as studying the map of a new city before you travel there. To be truly effective, you should educate everyone involved in the hiring process about implicit bias.

2. Identify Implicit Biases in Your Executive Hiring Process

When you dive deep into the different steps of your hiring process, you may find biases lurking. Identifying implicit biases is an uncomfortable process. No one likes to admit they've been doing things that hold the company back, but ultimately, rooting out those biases is freeing.

3. Adjust Your Executive Hiring Process

Change how you hire C-level leaders to remove implicit bias from the process and open your doors to previously overlooked candidates. Luckily, this doesn't have to completely overhaul your hiring process. It is a targeted approach to limiting opportunities for bias.

4. Maintain an Open Mind

Even if you have the perfect route in your GPS, you won't reach your destination if you ignore the directions when they seem wrong. Similarly, you can only overcome implicit biases in your executive hiring process if you remain open-minded. Watch out for conformity bias by protecting people's opinions.