



How **EXPECTATIONS & DIALOGUE** Support *Improved Outcomes* in the Interview Process

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COACHING | TRAINING | ASSESSMENTS

My Plan:







Decision-making, belief, and behavioral biases

Many of these biases affect belief formation, business and economic decisions, and human behavior in general. They arise as a replicable result to a specific condition. When confronted with a specific situation, the deviation from what is normally expected can be characterized by:

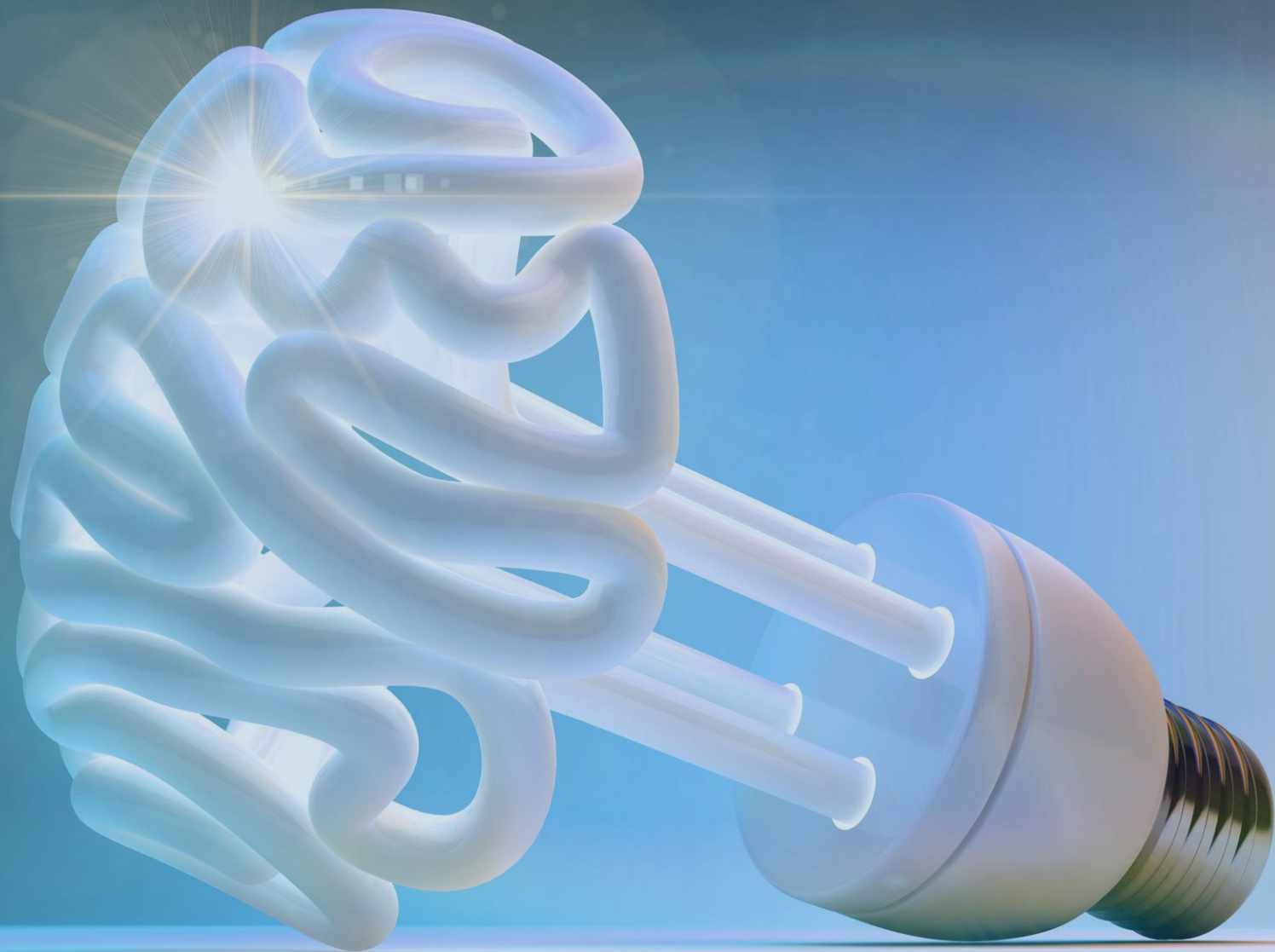
Name	Description
Ambiguity effect	The tendency to avoid options for which missing information makes the probability seem "unknown". ^[10]
Anchoring or focalism	The tendency to rely too heavily, or "anchor", on one trait or piece of information when making decisions (usually the first piece of information acquired on that subject). ^{[11][12]}
Anthropocentric thinking	The tendency to use human analogies as a basis for reasoning about other, less familiar, biological phenomena. ^[13]
Anthropomorphism or personification	The tendency to characterize animals, objects, and abstract concepts as possessing human-like traits, emotions, and intentions. ^[14]
Attentional bias	The tendency of our perception to be affected by our recurring thoughts. ^[15]
Automation bias	The tendency to depend excessively on automated systems which can lead to erroneous automated information overriding correct decisions. ^[16]
Availability heuristic	The tendency to overestimate the likelihood of events with greater "availability" in memory, which can be influenced by how recent the memories are or how unusual or emotionally charged they may be. ^[17]
Availability cascade	The tendency to do (or believe) things because many other people do (or believe) the same. Related to groupthink and herd behavior . ^[20]
Backfire effect	A self-reinforcing process in which a collective belief gains more and more plausibility through its increasing repetition in public discourse (or "repeat something long enough and it will become true"). ^[18]
Bandwagon effect	The reaction to disconfirming evidence by strengthening one's previous beliefs. ^[19] cf. Continued influence effect .
Base rate fallacy or Base rate neglect	The tendency to ignore base rate information (generic, general information) and focus on specific information (information only pertaining to a certain case). ^[21]
Belief bias	The tendency to do (or believe) things because many other people do (or believe) the same. Related to groupthink and herd behavior . ^[20]
Ben Franklin effect	An effect where someone's evaluation of the logical strength of an argument is biased by the believability of the conclusion. ^[22]
Berkson's paradox	The tendency to misinterpret statistical experiments involving conditional probabilities.





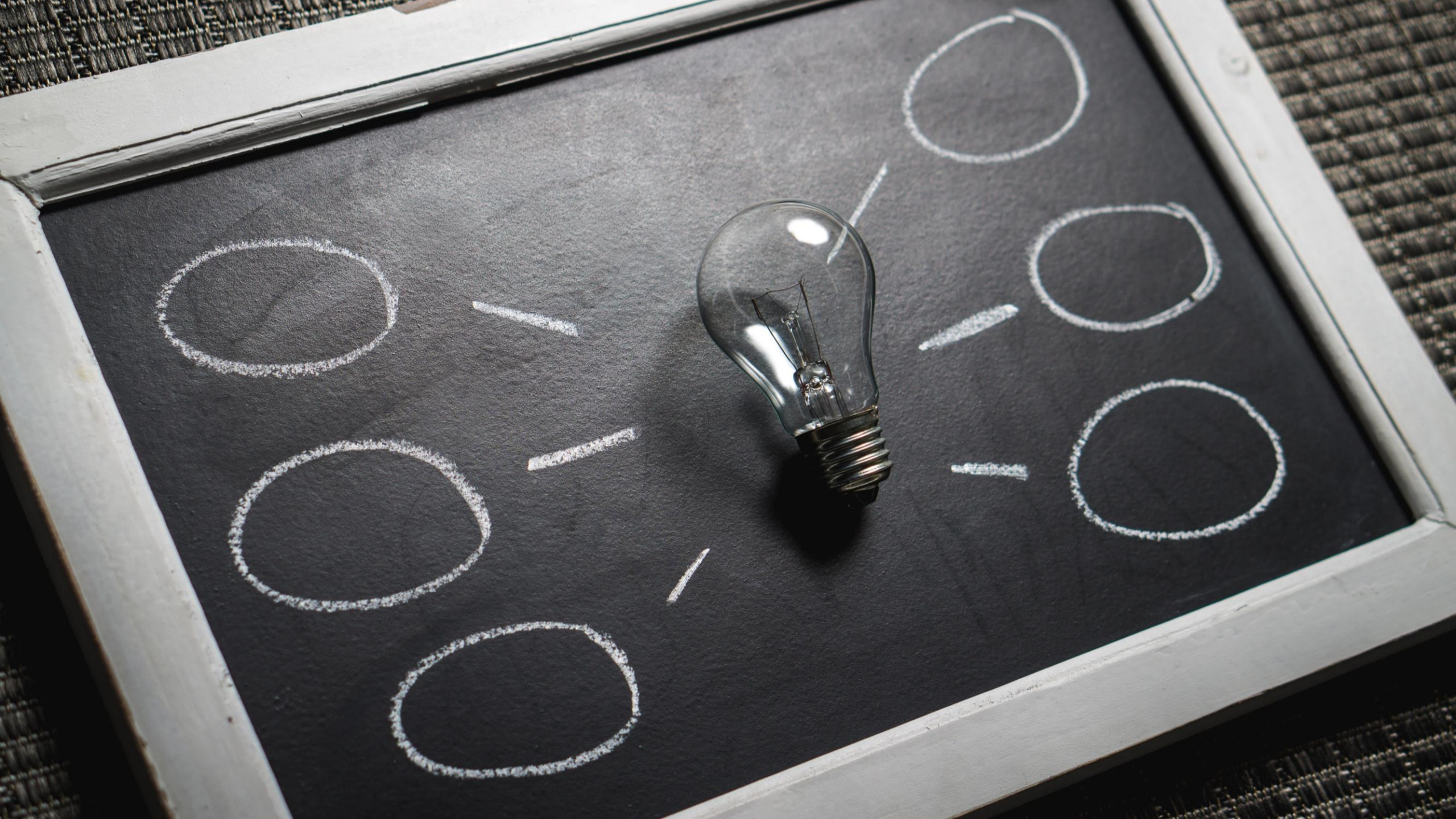


WHO
ARE
YOU?





- ☐ Your Values
- ☐ Your Behavioral Preferences
- ☐ Your Passions







5 elements of a GREAT workplace



A Healthy
Environment



Shared Values
and Trust



A Positive
Daily Work
Experience



Active &
Accountable
Leadership



Personal
Relationships

Thank you!



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