

How to avoid unconscious bias affecting your CV

Our unconscious mind makes quick assumptions about people we meet, categorising them according to their characteristics. It causes us to judge whether someone is like us, whether we want to be in their 'group' and therefore whether we should favour them. This quick judgement often happens without us realising and is called unconscious bias.

Although unconscious bias may have been useful in pre-historic times, when we needed to know which pack would keep us alive, it's unhelpful with the recruitment process.

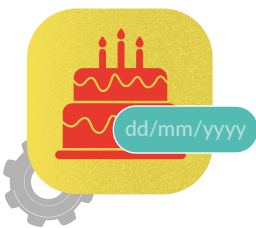
Here are three things you should exclude from your CV to reduce the risk of your recruiter's unconscious bias making a decision about you.



Your picture

One of the main causes for our minds to make judgement is what people look like. The recruiter might look at your picture and think you look like someone from school that they didn't like. Their unconscious bias will be influencing them before they've even had a chance to read your CV.

1



Your date of birth

Including your date of birth will enable a hiring manager to quickly be able to work out how old you are and potentially dismiss you by assuming you don't have enough experience or you're 'stuck in your ways' and will be hard to train.

2



Your home address

You may want to include this if you feel it's important to the role. However, including it may cause the recruiter to make assumptions about your financial status or about your ability to get to work. As long as you've got an email address, they won't need your home address to send you correspondence.

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