

TWELVE TYPES OF BIASES THAT IMPACT YOUR WORK DAY!



PROTOTYPE BIAS

When we have preconceived notion of who will be right for a particular role based on stereotypes. For example men are better at engineering roles and women at customer service roles.



STEREOTYPING

An over-generalisation and fixed belief about a particular group of people. We expect people to behave in a certain manner.



BANDWAGON EFFECT

A phenomenon in which people will do something only because other people are doing it, regardless of their own beliefs. This is also called herd mentality.



BEAUTY BIAS

Judging people based on physical attractiveness. Has a very big impact on hiring decisions.



RECENCY BIAS

The tendency to weigh the latest data more heavily than older data. Occurs commonly during performance appraisals and reviews.



IMPLICIT BIAS

The tendency to form conclusions based on past messages received. Can influence decisions regarding role allocations.



AFFINITY BIAS

The tendency to like people who are similar to us, leading to a more positive evaluation of them. Influences hiring decisions.



CONFIRMATION BIAS

We tend to listen only to information that confirms our preconception. Impacts interpersonal skills.

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HORN EFFECT

The tendency of perceiving someone negatively after learning something unfavourable about them. Influences hiring and promotion decisions.



HALO EFFECT

The tendency to put someone on a pedestal or think more highly of them after learning something impressive about them. Influences hiring and promotion decisions.



ANCHORING BIAS

The tendency where a specific piece of information is relied upon to make a decision. For example- considering only articulation skills as part of communication and ignoring listening skills.



VALUE ATTRIBUTION

The tendency to assign higher value to certain qualities or traits. For example to favour extroversion over introversion.

Twelve Types

CL Gary



Twelve Types:

Whispering the Strategies of Language: An Psychological Quest through **Twelve Types**

In a digitally-driven earth wherever displays reign supreme and quick communication drowns out the subtleties of language, the profound techniques and emotional nuances hidden within words frequently move unheard. However, set within the pages of **Twelve Types** a captivating fictional prize pulsing with fresh thoughts, lies a fantastic quest waiting to be undertaken. Published by a talented wordsmith, this wonderful opus encourages visitors on an introspective journey, softly unraveling the veiled truths and profound affect resonating within the fabric of every word. Within the emotional depths of the emotional review, we shall embark upon a genuine exploration of the book is key subjects, dissect its charming writing design, and succumb to the strong resonance it evokes heavy within the recesses of readers hearts.

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Table of Contents Twelve Types

1. Understanding the eBook Twelve Types
 - The Rise of Digital Reading Twelve Types
 - Advantages of eBooks Over Traditional Books
2. Identifying Twelve Types
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Twelve Types
 - User-Friendly Interface
4. Exploring eBook Recommendations from Twelve Types
 - Personalized Recommendations
 - Twelve Types User Reviews and Ratings

- Twelve Types and Bestseller Lists
- 5. Accessing Twelve Types Free and Paid eBooks
 - Twelve Types Public Domain eBooks
 - Twelve Types eBook Subscription Services
 - Twelve Types Budget-Friendly Options
- 6. Navigating Twelve Types eBook Formats
 - ePub, PDF, MOBI, and More
 - Twelve Types Compatibility with Devices
 - Twelve Types Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Twelve Types
 - Highlighting and Note-Taking Twelve Types
 - Interactive Elements Twelve Types
- 8. Staying Engaged with Twelve Types
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Twelve Types
- 9. Balancing eBooks and Physical Books Twelve Types
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Twelve Types
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Twelve Types
 - Setting Reading Goals Twelve Types
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Twelve Types
 - Fact-Checking eBook Content of Twelve Types
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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