

# 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 of 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

**G. Chesterton**



## **Twelve Types:**

Twelve Types G K Chesterton, 2021-04-11 It may therefore I think be legitimately said that the externals of the Brontë's life though singularly picturesque in themselves matter less than the externals of almost any other writers It is interesting to know whether Jane Austen had any knowledge of the lives of the officers and women of fashion whom she introduced into her masterpieces It is interesting to know whether Dickens had ever seen a shipwreck or been inside a workhouse For in these authors much of the conviction is conveyed not always by adherence to facts but always by grasp of them But the whole aim and purport and meaning of the work of the Brontë's is that the most futile thing in the whole universe is fact Such a story as Jane Eyre is in itself so monstrous a fable that it ought to be excluded from a book of fairy tales The characters do not do what they ought to do nor what they would do nor it might be said such is the insanity of the atmosphere not even what they intend to do The conduct of Rochester is so primevally and superhumanly caddish that Bret Harte in his admirable travesty scarcely exaggerated it Then resuming his usual manner he threw his boots at my head and withdrew does perhaps reach to something resembling caricature The scene in which Rochester dresses up as an old gipsy has something in it which is really not to be found in any other branch of art except in the end of the pantomime where the Emperor turns into a pantaloon Yet despite this vast nightmare of illusion and morbidity and ignorance of the world Jane Eyre is perhaps the truest book that was ever written Its essential truth to life sometimes makes one catch one's breath For it is not true to manners which are constantly false or to facts which are almost always false it is true to the only existing thing which is true emotion the irreducible minimum the indestructible germ It would not matter a single straw if a Brontë story were a hundred times more moonstruck and improbable than Jane Eyre or a hundred times more moonstruck and improbable than Wuthering Heights It would not matter if George Read stood on his head and Mrs Read rode on a dragon if Fairfax Rochester had four eyes and St John Rivers three legs the story would still remain the truest story in the world The typical Brontë character is indeed a kind of monster Everything in him except the essential is dislocated His hands are on his legs and his feet on his arms his nose is above his eyes but his heart is in the right place

**Twelve Types** G. K. Chesterton, Aeterna Press, 2015-07-31 It is proper enough that the unveiling of the bust of William Morris should approximate to a public festival for while there have been many men of genius in the Victorian era more despotic than he there have been none so representative He represents not only that rapacious hunger for beauty which has now for the first time become a serious problem in the healthy life of humanity but he represents also that honourable instinct for finding beauty in common necessities of workmanship which gives it a stronger and more bony structure The time has passed when William Morris was conceived to be irrelevant to be described as a designer of wall papers Aeterna Press

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Assisi Rostand Charles II Stevenson Thomas Carlyle Tolstoy Savonarola and Sir Walter Scott The book is a perfect companion for any literature politics or history course dealing with European history It is also an excellent addition to any personal or scholarly library

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Честертон,2021-03-16 **Understanding Singaporeans: Values, Lifestyles, Aspirations And Consumption Behaviors**

Ah Keng Kau,Soo Jiu Tan,Siok Kuan Tambyah,Kwon Jung,2004-05-17 This book details the findings of a large scale survey on the values and lifestyles of 1500 Singapore residents in 2001 Semi structured interviews with elderly and young adult Singaporeans were also conducted This comprehensive study provides insights into Singaporeans value orientations personal values aspirations satisfaction with life and living in Singapore media habits leisure activities Internet usage how Singaporeans are similar to or differ from one another etc **5 Pillars of the Visual Workplace** Hiroyuki

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take to get started     **Twelve Types** G. K. Chesterton,2017-12-07 12 Biographies presented by Gilbert Keith G K Chesterton Charlotte Bront 4 William Morris and his School 13 The Optimism of Byron 23 Pope and the Art of Satire 33 Francis 45 Rostand 56 Charles II 65 Stevenson 74 Thomas Carlyle 82 Tolstoy and the Cult of Simplicity 95 Savonarola 113 The Position of Sir Walter Scott 121     *Types of Learning Required of Pupils in the Seventh and Eighth Grades in the High School* University of Illinois (Urbana-Champaign campus). Bureau of Educational Research,Walter Scott Monroe,1921     *Twelve Types* G. K. G. K. Chesterton,2017-08-03 How is this book unique Font adjustments biography included Unabridged 100% Original content Illustrated About Twelve Types by G K Chesterton Twelve Types is twelve mini biographies by Chesterton on such figures as St Francis Alexander Pope Savonarola Sir Walter Scott Leo Tolstoy and more Gilbert Keith Chesterton KC SG 1874 1936 better known as G K Chesterton was an English writer poet philosopher dramatist journalist orator lay theologian biographer and literary and art critic Chesterton is often referred to as the prince of paradox Time magazine has observed of his writing style Whenever possible Chesterton made his points with popular sayings proverbs allegories first carefully turning them inside out     **Astrology** Mrs. Mabel (McGeorge) Shoemaker,1905     **Twelve Types - Scholar's Choice Edition** G K Chesterton,2015-02-18 This work has been selected by scholars as being culturally important and is part of the knowledge base of civilization as we know it This work was reproduced from the original artifact and remains as true to the original work as possible Therefore you will see the original copyright references library stamps as most of these works have been housed in our most important libraries around the world and other notations in the work This work is in the public domain in the United States of America and possibly other nations Within the United States you may freely copy and distribute this work as no entity individual or corporate has a copyright on the body of the work As a reproduction of a historical artifact this work may contain missing or blurred pages poor pictures errant marks etc Scholars believe and we concur that this work is important enough to be preserved reproduced and made generally available to the public We appreciate your support of the preservation process and thank you for being an important part of keeping this knowledge alive and relevant     **Made to Pray** Chris Heinz,2013-03 CS Heinz used to really struggle with prayer His lackluster and inconsistent prayer life made him feel bored and guilty But then he discovered the key to the prayer life he always wanted a prayer life that is enjoyable effective and enduring He discovered his best prayer types Through this book and online prayer assessment Heinz helps you identify your best prayer types so you can have a better time with God Find your voice You were made to pray This book could radically change how you see God your life and your ministry I believe Made to Pray will quickly find itself on your best prayer books list Dr Doug Shaw President CEO of International Students Inc CS Heinz has a true passion for prayer I ve watched him energize audiences with his provoking thoughts You ll be energized too if you embrace his teaching Dannah Gresh Best selling Author And The Bride Wore White     *Twelve Types* Gilbert Keith Chesterton,1906     **Twelve Types** Gilbert Keith Chesterton,1910

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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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