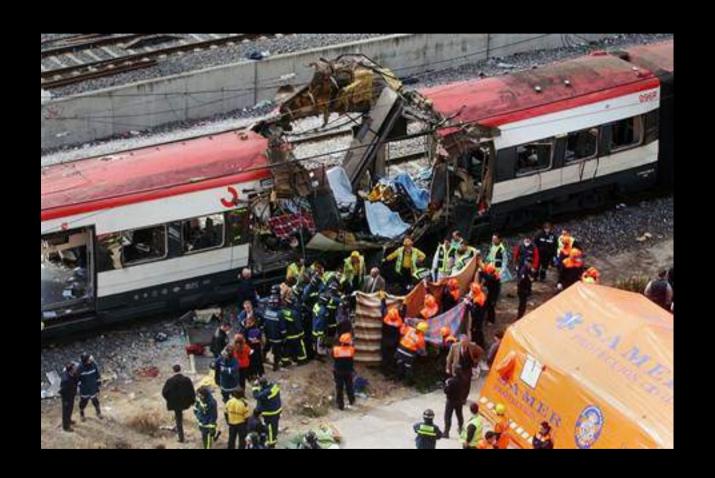


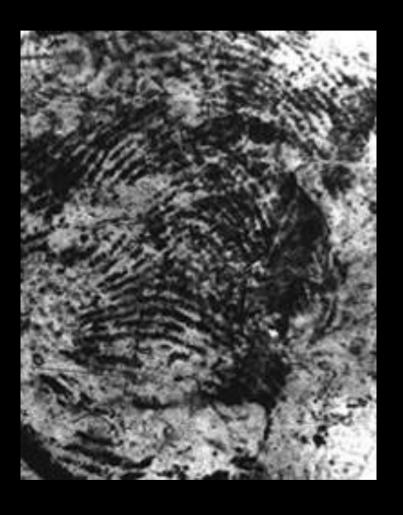
Associate Professor Rachel Zajac Psychology Department University of Otago



A broader perspective on bias...



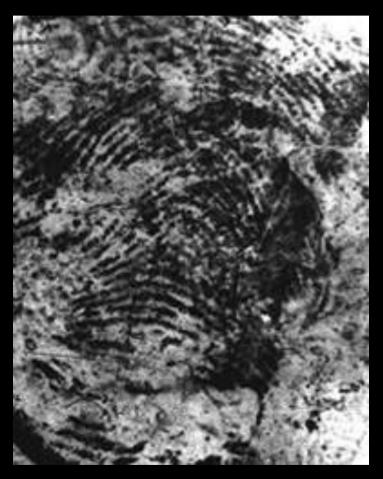
Madrid Bombings 2004





Brandon Mayfield





What's gone wrong?







30% fleece tops and trackpants for the whole family! Excludes AFL merchandise, already reduced merchandise and Target essentials.













50% of people don't see the gorilla!



83% of radiologists missed this gorilla

Lesson #1: Your brain doesn't see everything...(and it's blind to its blindness)

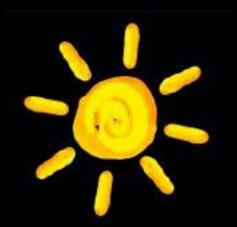


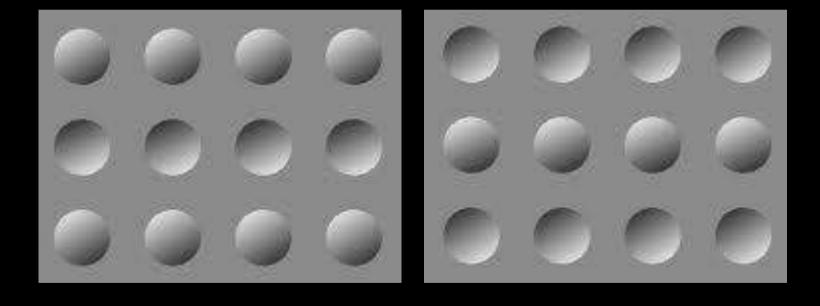




Lesson #2: Your brain will find meaning wherever it can...(even when there is none)



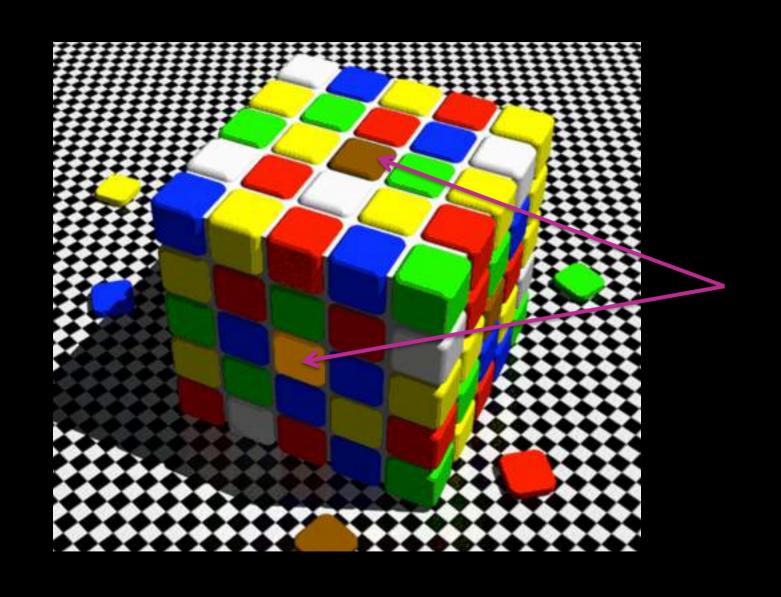


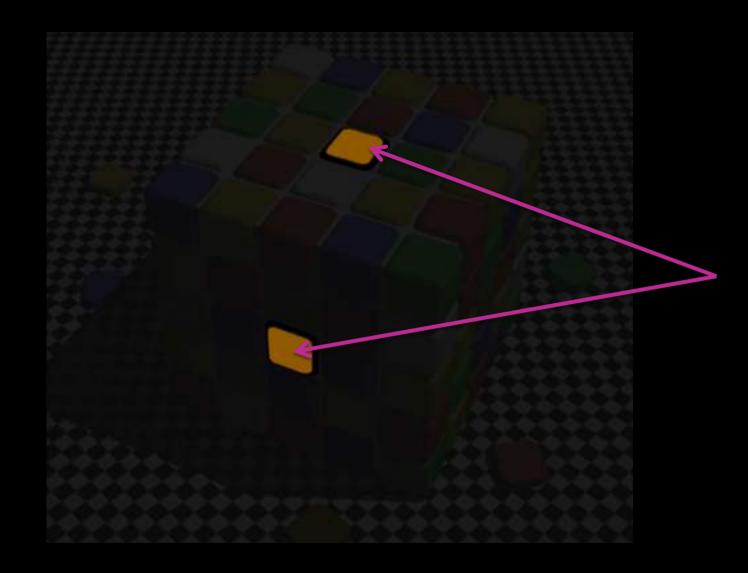


Lesson #3: Your brain makes assumptions









Lesson #4: Your brain has great difficulty ignoring context



Intelligent
Industrious
Impulsive
Critical
Stubborn
Envious



Ben



Alan

Envious
Stubborn
Critical
Impulsive
Industrious
Intelligent

Lesson #5: First impressions are powerful, and we interpret new information in light of information we already have



Houseflies all buzz in the key of F

Houseflies all buzz in the key of F

SCIENTIFIC $\mathbf{AMERICAN}^{\scriptscriptstyle\mathsf{M}}$



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What Your Name Says About How **Believable You Are**



Easy to pronounce can mean easy to believe

By Matti Vuorre | April 29, 2014

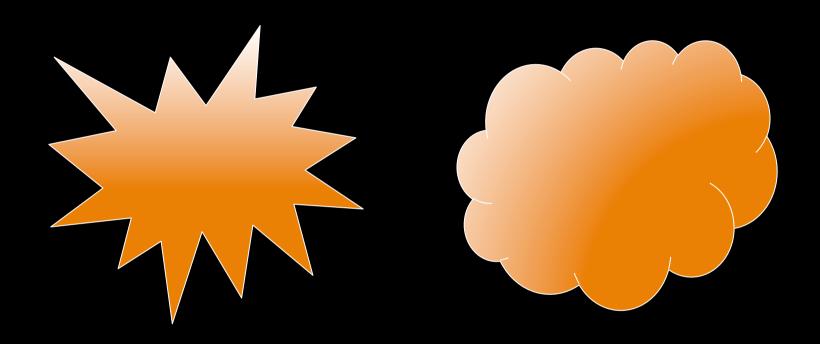




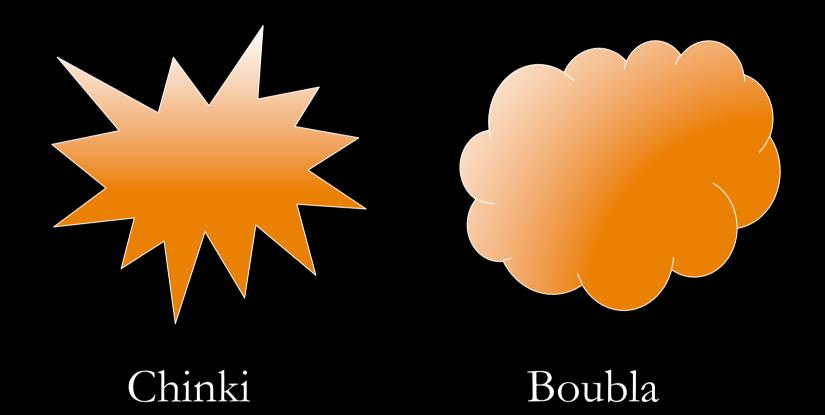


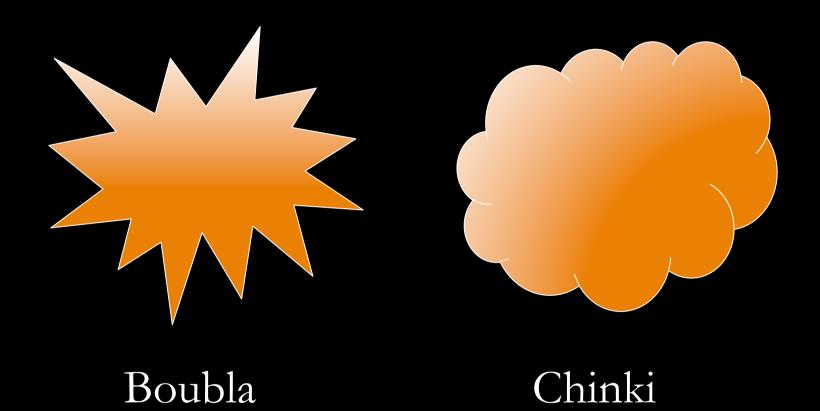
Imagine that you are evaluating two equally suitable job candidates' applications for a position in your successful yogurt company. Both make equally impressive claims about their potential future contributions, and you are left with a difficult decision: Should you rather hire Chen Meina, or Shobha Bhattacharya?





Boubla Chinki





Lesson #6: Your brain is well-disposed towards things that it can process easily



A13



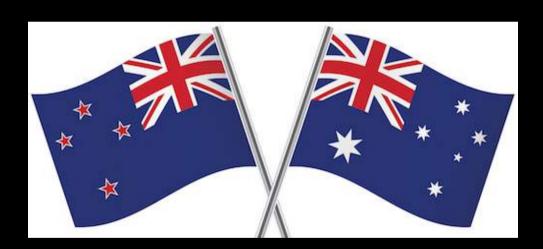


Lesson #7: Your brain will seek, interpret, and remember information in a way that confirms your beliefs, motivations, and expectations

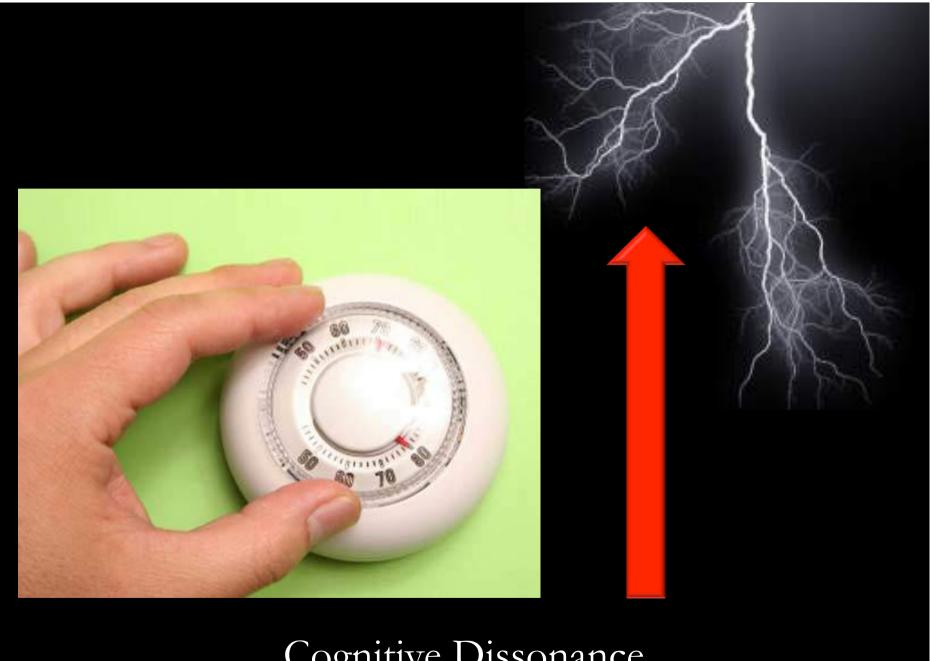


"We won the Rugby World" But Australia won the Cup! We are so much better than Australia!"

Cricket World Cup"



"Rugby is so much more important than cricket"



Cognitive Dissonance

Lesson #8: Your brain will do almost anything to justify its decisions (even the terrible ones...)







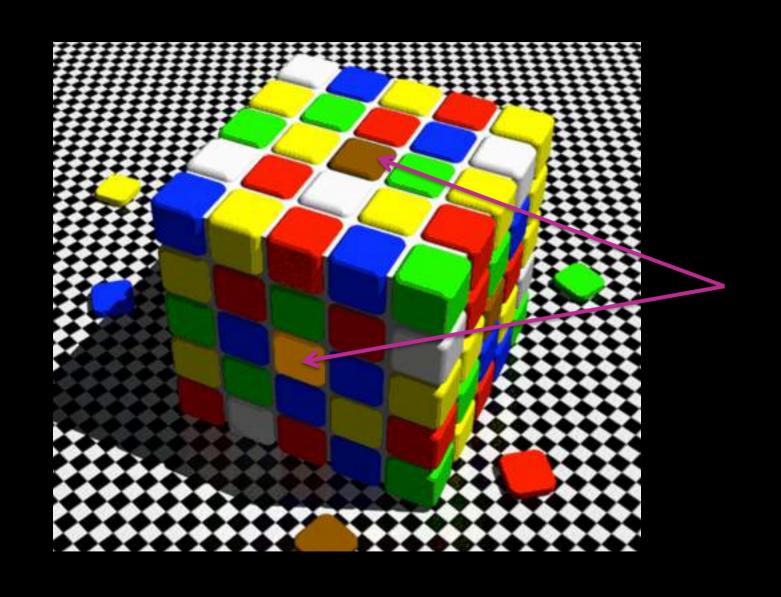


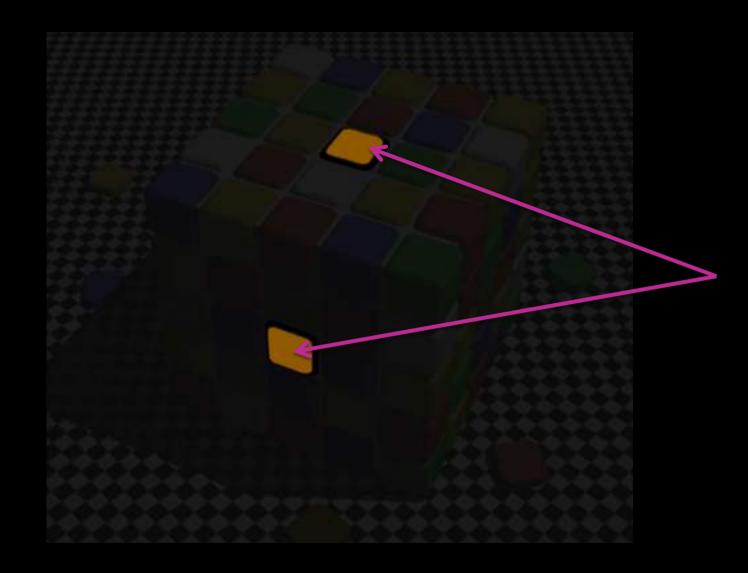


1. Slow down



- 1. Slow down
- 2. Manage the context





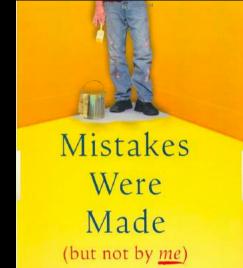
- 1. Slow down
- 2. Manage the context
- 3. Identify objective criteria ahead of time

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- 4. Play "devil's advocate"



- 1. Slow down
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- 3. Identify objective criteria ahead of time
- 4. Play "devil's advocate"
- 5. Document your decision process

- 1. Slow down
- 2. Manage the context
- 3. Identify objective criteria ahead of time
- 4. Play "devil's advocate"
- 5. Document your decision process
- 6. Utilise peer review



Why We Justify Foolish Beliefs,

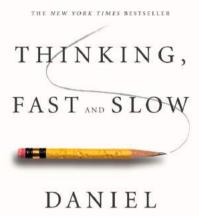
Bad Decisions, and Hurtful Acts

A MIND CAROL TAVRIS and ELLIOT ARONSO

HIDDEN BIASES

of
GOOD PEOPLE

MAHZARIN R. BANAJI ANTHONY G. GREENWALD



KAHNEMAN

WINNER OF THE NOBEL PRIZE IN ECONOMICS

"[A] masterpiece... This is one of the greatest and most engaging collections of insights into the human mind I have read." —welliam Easterly, Financial Times

