

# IMPLICIT BIAS IN DECISION-MAKING

ELISE C. MAGNUSON,  
PSY.D., LCSW  
PORTLAND, MAINE  
[DRECMAGNUSON@  
GMAIL.COM](mailto:DRECMAGNUSON@GMAIL.COM)  
207-632-6965

1

---

---

---

---

---

---

---

---

## BIAS BLIND SPOT

---

Other people are biased, not us.

So in this presentation we will talk about other people, because 95% of you are likely to think it's a problem for other people and not for yourself.

2

---

---

---

---

---

---

---

---

SH3

---

We are reasonable, logical, unbiased  
people.

Wrong

3

---

---

---

---

---

---

---

---

## Slide 3

---

**SH3** Don't forget to add your title here.

Sarah Herbener, 6/12/2019

WE ARE PEOPLE. JUST PEOPLE.

---



- People with expertise and knowledge
- People with training and experience
- People whose opinions count

4

---

---

---

---

---

---

---

---

COURT IS AN ADVERSELY<sup>SH</sup>PROCESS

---

And that produces external factors that influence decisions



5

---

---

---

---

---

---

---

---

MONEY MAKES A DIFFERENCE

---



*"It's illuminating something called 'The Book of Billable Hours.'"*

6

---

---

---

---

---

---

---

---

## Slide 5

---

### SH4 adversarial?

Sarah Herbener, 6/12/2019

### WE ARE BIASED TO THOSE WHO HIRE US

Murrie et al. (2013)

Gave forensic scientists reports to review. Told some for defense and some for prosecution. Significant differences based on who they thought they were working for.

Appears to happen outside their awareness.

---

---

---

---

---

---

---

---

7

### GAMBLER'S FALLACY

Welcome to NOFSW 2019!!



---

---

---

---

---

---

---

---

8

### GAMBLER'S FALLACY



Previous outcome is independent from past outcome

Because our behavior is linked to previous behavior, we expect all outcomes to be related.

We look for relationships where there is none.

Expect streaks (winning or losing to end)

---

---

---

---

---

---


---

---

9

NORMAL PROCESSES

---



FACTORS IN NORMAL FUNCTIONING THAT INFLUENCE DECISION-MAKING

COGNITIVE SHORT CUTS THAT ALLOW US TO THINK

10

---

---

---

---

---

---

---

---

CONFIRMATION BIAS

---

Tendency to interpret, favor, and recall information in a way that favors preexisting beliefs.

How questions are phrased  
Which information is sought out  
How information is weighed

**YES!!**

11

---

---

---

---

---

---

---

---

HINDSIGHT BIAS

---

THE OUTCOME INFLUENCES HOW EASILY YOU BELIEVE IT COULD HAVE BEEN PREDICTED.



12

---

---

---

---

---

---

---

---

### UNIQUE DATA

Focus on specific, and sometimes unrelated, data to the exclusion of other data.



13

---

---

---

---

---

---

---

---

### FUNDAMENTAL ATTRIBUTION ERROR

Tendency to overemphasize personality/dispositional factors when judging others' behaviors, while underestimating situational factors

Tendency to overemphasize situational factors and underestimate personality/dispositional factors when considering our own behaviors.

14

---

---

---

---

---

---

---

---

### WAYS NOT TO REDUCE BIAS <sup>SH3</sup> INTROSPECTION



15

---

---

---

---

---

---

---

---

## Slide 15

---

**SH5** Should this be "WAYS TO REDUCE BIAS"?

Sarah Herbener, 6/12/2019



### WHICH ERROR DO YOU WANT TO MAKE?

- Do you want to overpredict/overstate the problem?
- Do you want to underpredict/understate the problem?



---

---

---

---

---

---

---

---

16

### WHAT CAN YOU ACTUALLY SAY?



State clearly what you can  
Don't overstate,  
don't understate



Use base rates when  
comparing to others



Consider alternative  
hypotheses

---

---

---

---

---

---

---

---

17

### WHAT CAN YOU ACTUALLY SAY

Don't ignore	Don't ignore the effect of third-party-observer impact in recordings/video
Don't assume	Don't assume perfect conditions
Develop	Develop a procedure and use it

---

---

---

---

---

---

---

---

18

## Slide 18

---

**SH6** You have the same heading on Slide 17 but I'm not sure you mean them to be the same...? Also, since this is a sentence, where you use it I would add a question mark.

Sarah Herbener, 6/12/2019

THANK YOU

---

Elise C. Magnuson, PsyD, LCSW  
251 Woodford St  
Portland ME  
207-632-6965  
dreemagnuson@gmail.com

---

---

---

---

---

---

---

---