

Staff Selection, Biases and Stereotypes

Objective

Most hiring processes are hotbeds of biases. Very often, we try to hire clones of ourselves, either deliberately or subconsciously. This in turn, destroys any notion of wanting to hire ‘the best’.

In this online workshop, we’ll identify steps in the hiring process, where these biases arise and how we could eliminate them to really hire ‘the best’. It’s a relevant exercise for everyone interested in how biases influence our work, not just hiring managers.

Description

We’ll focus on practical aspects, which can be used to improve our work environments. We’ll look at stereotypes and biases and how these influence our behaviour and how our environment perceives us. The result will be actionable steps to change our hiring practices. Much of the knowledge we gain about biases and stereotypes can also be used in other work contexts.

In this course you’ll learn about:

- How biases influence our decision-making processes
- How to identify weak spots in the overall hiring process: From criteria all the way to the negotiation phase
- How to reach out to potential applicants without tilting the playing field
- How to use best practice examples of interviewing techniques

Methodology

We use interactive webinars, which are mixed with self-paced work on our online learning platform.

The course instructor is available throughout the course duration for direct communication.

Conditions

Laptop or tabletop computer with microphone and webcam. Built-in versions are sufficient.

Trainer



Dr. Daniel Friedrich
 NaturalScience.Careers

He has studied and re-researched chemistry (>2800 citations, Google Scholar 2021) at five universities in Germany, Australia and Scotland.

He gained experience in industry, first at baseclick, a biotechnology start-up and later at Eurofins Genomics as Teamleader R&D, QC and Analytics, being responsible for up to 22 staff.

Since 2016, he is fully focusing on his work as co-founder of NaturalScience.Careers.

He specializes in seminars and talks about career development, leadership and presentation skills.

Since 2016, he regularly writes career columns for Nachrichten aus der Chemie.

Organizational Information

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| Language / Format | English / Online |
| Target group | Postdocs from all faculties |
| Date | Thursday-Friday, 15-16 June 2023, 9:00 – 11:30 |
| Registration | For registration click here |