# COMMON ORGANIZATIONAL BIASES

What is organizational bias? It's when collective assumptions and habits create consistent patterns that advantage some groups and disadvantage others. It can show up in hiring & recruitment, daily meetings, performance feedback, promotion distribution, workload distribution, or recognition & visibility.
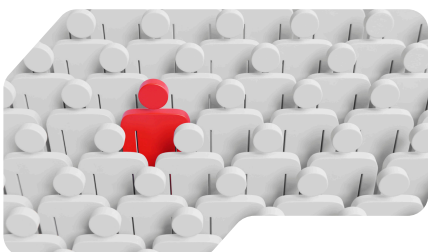
COMPETENCE VS LIKEABILITY BIAS
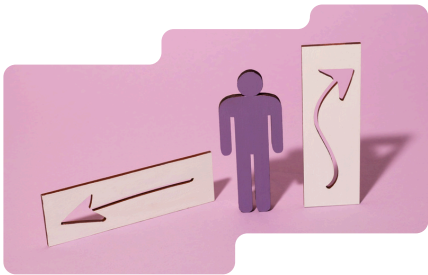
Women leaders walk a tightrope between being seen as capable and being seen as likeable.

AUTHORITY BIAS

We tend to readily trust and defer more to those who look or sound like "traditional" leaders.

WORKLOAD / OFFICE HOUSEWORK BIAS

Essential, unseen tasks often fall to the same people and rarely count toward advancement.

ATTRIBUTION BIAS

Success is explained differently for men and women.