Beware of Rater Errors!

Rater errors can skew performance reviews either negatively or positively regardless of an employee's actual performance.The vaguer the questions in a performance review, the easier it is for rating errors to occur. When raters have to answer specific questions about performance, they are able to give answers that are less likely to be skewed. The most common rater errors are:

Halo effect / Horn effect
Allowing one positive or negative trait to overshadow other aspects of performance.

Recency effect
Focusing more on recent performance rather than the entire evaluation period.

Leniency/Stringency Bias
Consistently rating employees either too generously or too harshly.

Central Tendency Bias
Avoiding extreme ratings and clustering around the median.

Questions to Ask Yourself to Avoid Rater Errors

- ☐ Am I basing my rating on documentation of observations of behavior, or is it based on my perceptions?
- ☐ Am I looking at each competency separately, or do I have a generalized view of their performance?
- ☐ Have I recognized any biases I may have so I do not let them influence my rating?
- ☐ Have I rated this employee on their actual behavior, or have I rated them compared to other individuals?

Sources:
https://www.dartmouth.edu/hr/professional_development/for_managers/performance_management/common_rater_errors.php

https://engagedly.com/blog/what-is-rater-bias-and-how-does-it-affects-performance-reviews/#:~:text=The%20halo%20effect%20occurs%20when,are%20relatively%20free%20of%20bias.

https://trustedinstitute.com/concept/shrm-cp/performance-management/rater-errors-in-performance-measurement/