

Biases Affecting Team Performances

Biases can affect hybrid work teams in various ways, influencing decision-making, collaboration, and overall team dynamics. Here are several biases that can impact hybrid work teams:

1. **Confirmation Bias:** As we transit to a new hybrid way of working, team members may seek information that confirms their preexisting beliefs about remote or in-office work, ignoring contradictory evidence.
2. **Halo Effect:** Individuals might overvalue or undervalue the contributions of remote or in-office team members based on their initial impression or a single positive or negative trait.
3. **Recency Bias:** Recent experiences with remote or in-office team members can disproportionately influence perceptions of their performance, overshadowing longer-term trends.
4. **In-Group Bias:** Team members may favour individuals who share their work arrangement (remote or in-office) and exclude or overlook those in the other category.
5. **Out-Group Bias:** Conversely, individuals in the minority (e.g., remote workers in an office-centric culture) may experience bias and feel marginalized.
6. **Affinity Bias:** Team members may unconsciously favour those who are similar to them in terms of work location, interests, or background.
7. **Attribution Bias:** Misattribution of success or failure may occur, with remote or in-office employees being unfairly credited or blamed for team outcomes.
8. **Conformity Bias:** Team members might conform to the majority's preference for work arrangement to avoid conflict, even if it's not their ideal choice.
9. **Recruitment Bias:** Hiring processes may favor candidates who fit the current work arrangement, limiting diversity in the team's composition.
10. **Accessibility Bias:** In-person employees may have more visibility and face-time with leaders, leading to unequal opportunities and recognition.

Recognizing and addressing these biases is crucial for creating an inclusive and equitable hybrid work environment that leverages the strengths of all team members, regardless of their work arrangement.