Matching Game: Common Evaluation Pitfalls

Instructions: *Match each type of evaluation pitfall with its definition.*

Types of pitfalls awaiting supervisors:

1. Halo effect
2. Leniency bias
3. Negativity effect
4. Central tendency error
5. Recency error
6. Contrast error
7. Overweighting error
8. Similarity bias
9. Stereotyping error

Definitions

A. Hesitancy to evaluate a student's negative performance fairly and honestly.
B. Tendency when in doubt to rate all work as average.
C. Tendency to make a global judgment based on one or two incidents.
D. Tendency to entertain preconceived notions about a student.
E. Tendency to give more weight to negative information in evaluating a student's performance.
F. Evaluation of a student's performance in light of the supervisor's personal standards.
G. Tendency to be unduly influenced by previous evaluations, whether good or bad.
H. Tendency to overestimate the performance of a student having affinities with the supervisor.
I. Tendency to form an opinion based on a student's first or most recent performance.

Answers: see next page.

Matching Game: Common Evaluation Pitfalls (answers)

Types of pitfalls awaiting supervisors:

1. Halo effect
   C) Tendency to make a global judgment based on one or two incidents.

2. Leniency bias
   A) Hesitancy to evaluate a student's negative performance fairly and honestly.

3. Negativity effect
   E) Tendency to give more weight to negative information in evaluating a student's performance.

4. Central tendency error
   B) Tendency when in doubt to rate all work as average.

5. Recency error
   I) Tendency to form an opinion based on a student's first or most recent performance.

6. Contrast error
   F) Evaluation of a student's performance in light of the supervisor's personal standards.

7. Overweighting error
   G) Tendency to be unduly influenced by previous evaluations, whether good or bad.

8. Similarity bias
   H) Tendency to overestimate the performance of a student having affinities with the supervisor.

9. Stereotyping error
   D) Tendency to entertain preconceived notions about a student.