

# THE PSYCHOLOGY OF JUDGING

## Overcoming Bias

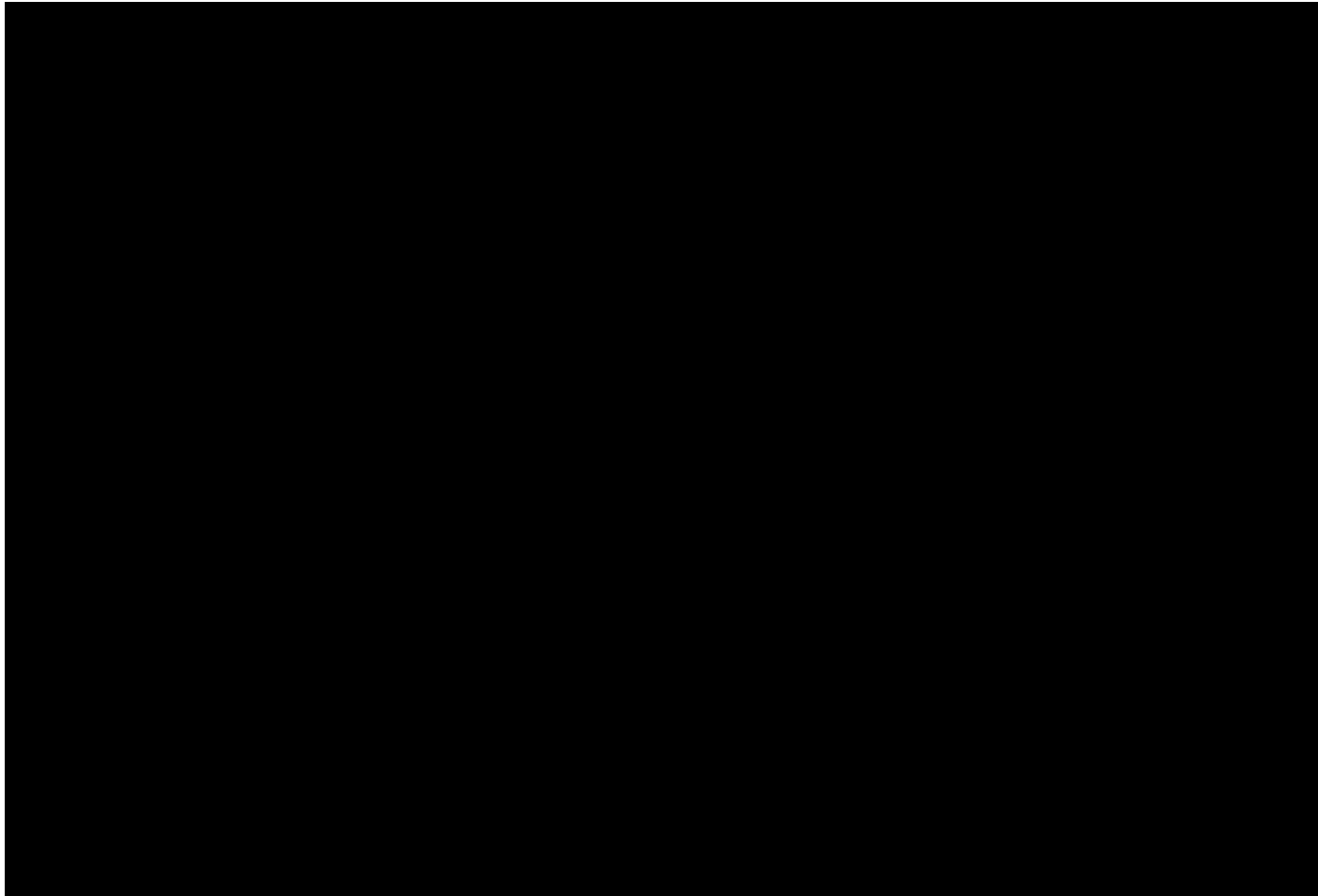
Ann Heppner, Brevet Judge

# WHAT IS COGNITIVE BIAS?

- ◎ The inherent thinking errors that humans make in processing information.
  - Prevents one from accurately understanding reality
  - Is intrinsic to human thought

# TYPES OF BIAS

# CONFIRMATION BIAS



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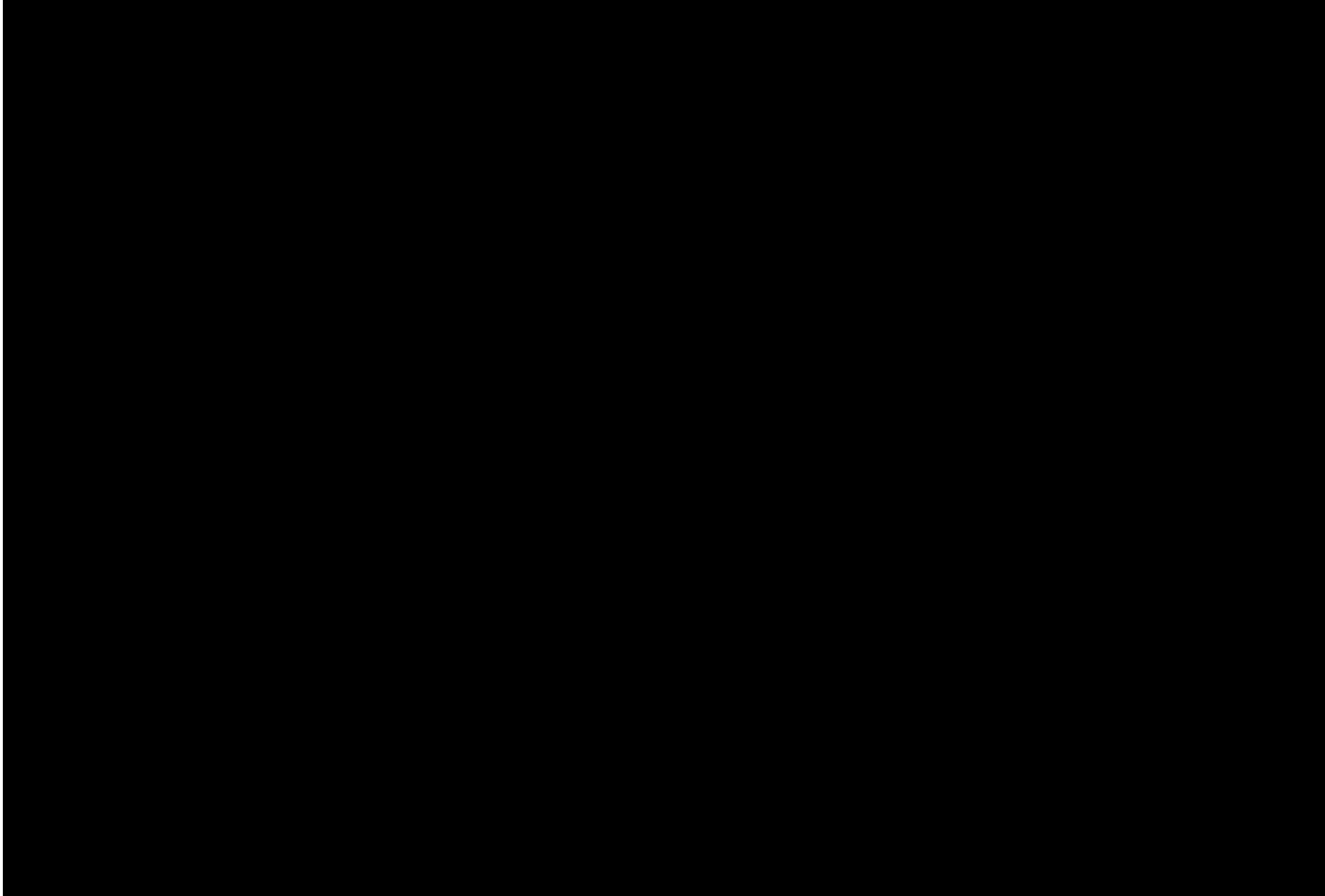
## ⦿ What it is:

- When you look for information that supports your existing beliefs
- When you reject data that goes against your beliefs

## ⦿ What happens:

- Leads to biased decisions because you don't factor in all of the relevant information

# BANDWAGON BIAS

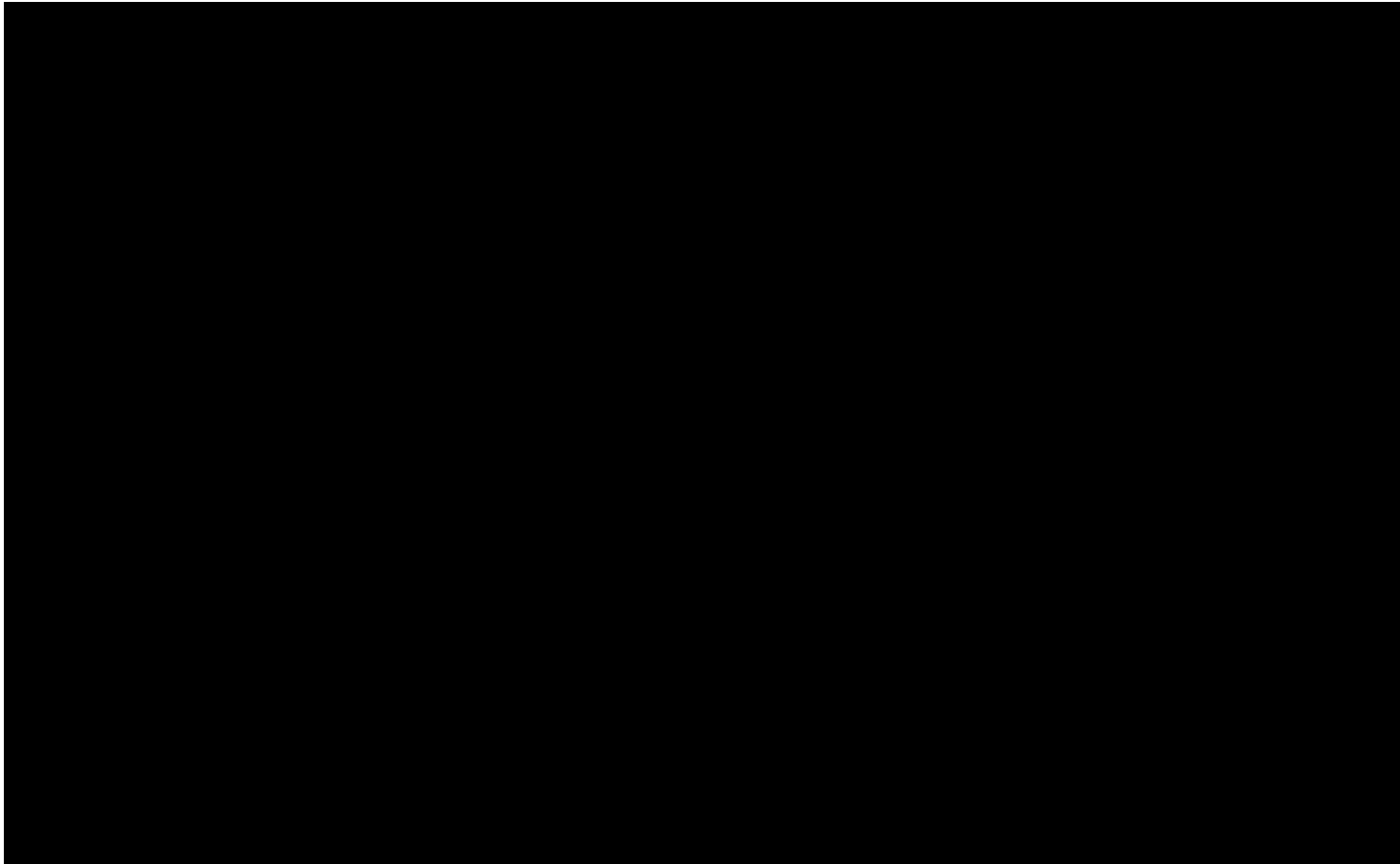


# INGROUP (BANDWAGON) BIAS

- ◉ What it is
  - Groupthink, crowd psychology, herd behavior, social pressure (judging with a higher rated judge)
  - Tendency to do (or think) things because many other people do (or think) the same
  - Asch conformity experiment: built in desire to conform
- ◉ What happens
  - Leads to biased decisions because we have not made our OWN decision or used our OWN data or practiced to OWN our process



# HALO EFFECT



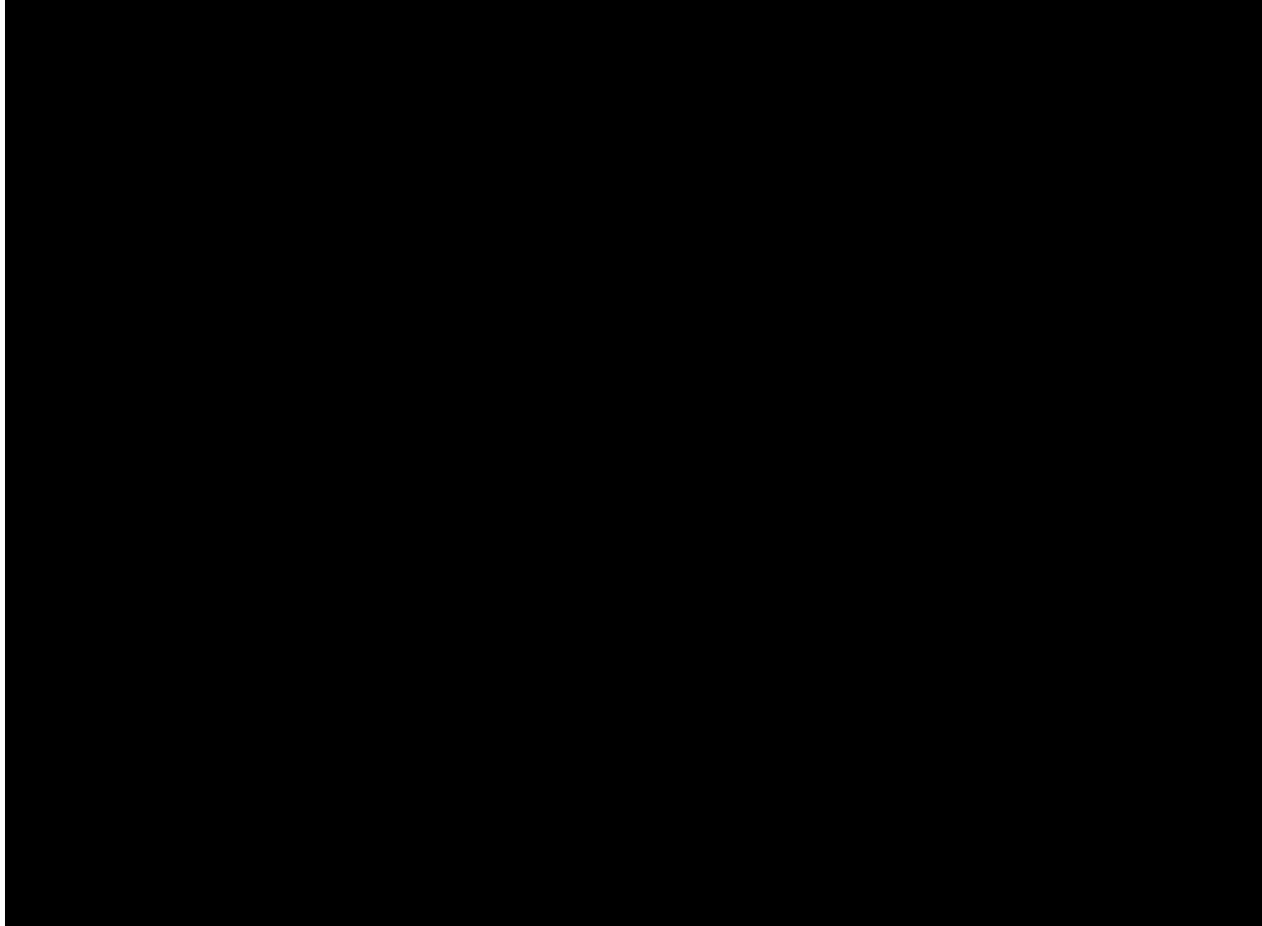
# HALO EFFECT

## ◉ What is it:

- When you see something or someone in a certain light because of a single positive attribute
- Your decision is biased because your decision is based on a single data point



# VON RESOTORFF EFFECT



# VON RESOTORFF EFFECT

## ○ What it is

- The tendency for an item that ‘stands out like a sore thumb’ to be more likely to be remembered than other items

## ○ What happens

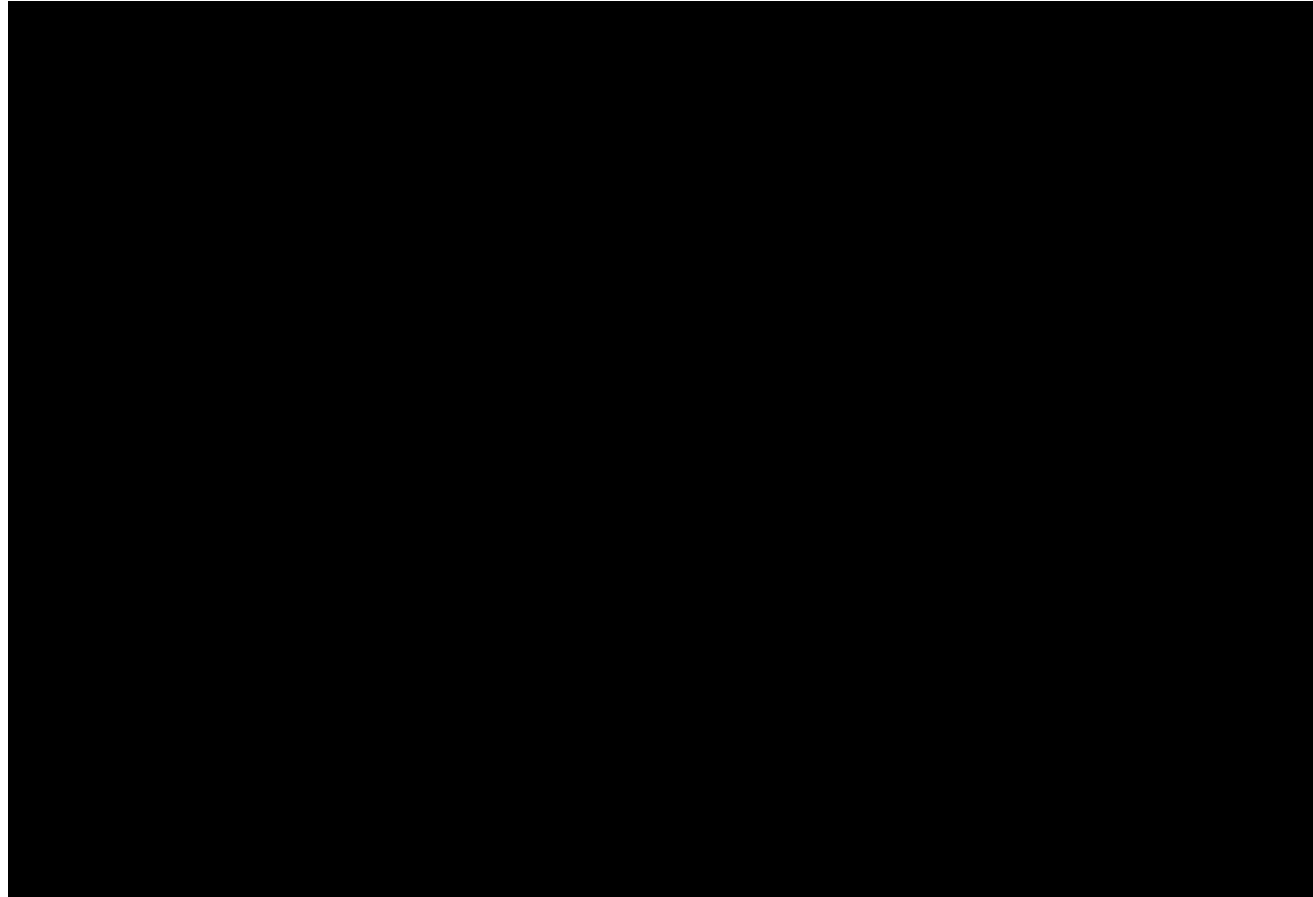
- Leads to biased decisions based on that:
  - Fall on the dismount
  - Argument with coach before performance
  - Huge tkatchev in the beginning of the routine
  - Etc.

# HOW WE MAKE DECISIONS

- The ladder of inference

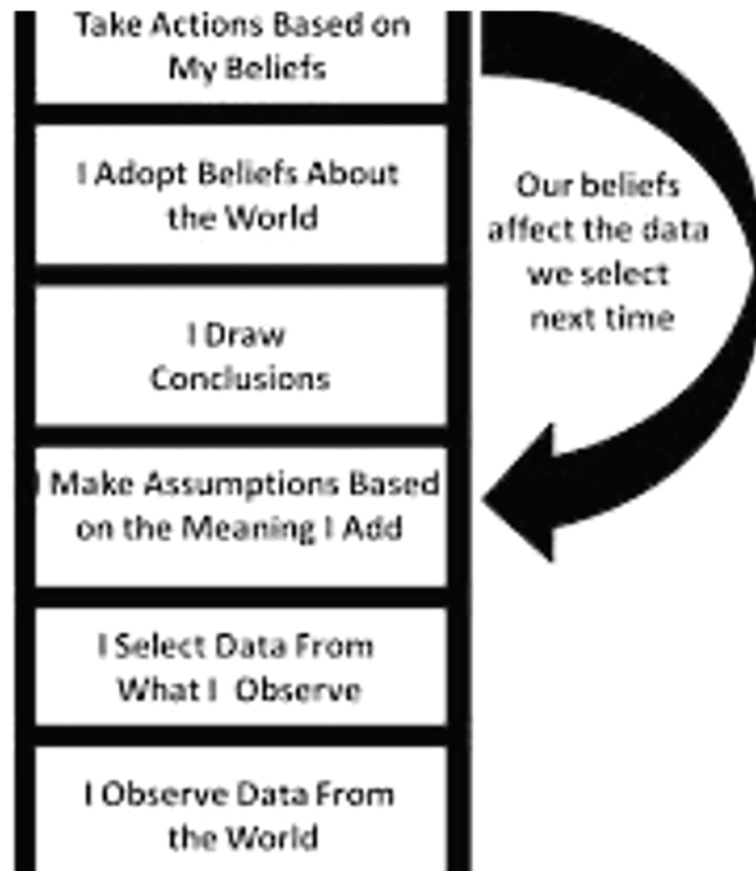
[ed.ted.com/lessons/rethinking-thinking-trevor-maber](https://ed.ted.com/lessons/rethinking-thinking-trevor-maber)

# THE LADDER OF INFERENCE



SHORTCIRCUIT YOUR LADDER!

# USE THE LADDER OF INFERENCE TO THINK OBJECTIVELY



- Apply the scientific method: use evidence and method to evaluate a situation or gymnastics routine
- Introduce objectivity and TIME into your decision
- Assess background information systematically
- Surround yourself with people who will challenge your opinion
  - Listen carefully and empathetically to their views

# WHAT WE DON'T HAVE:

## **TIME**

- ◉ We are always under pressure to 'act now' rather than spend time reasoning things through and thinking about the true facts.
- ◉ We will need to be mindful of our ladder and keep in touch with what is happening around us that might be influencing our decisions

# STEP 1: RAW/REAL DATA

## ○ What ARE the facts?

- EXTERNAL AMPLITUDE
  - INTERNAL AMPLITUDE
  - OVERALL PERFORMANCE QUALITY
- 
- NOTICE WHAT YOU NOTICE!

## STEP 2: FILTER DATA

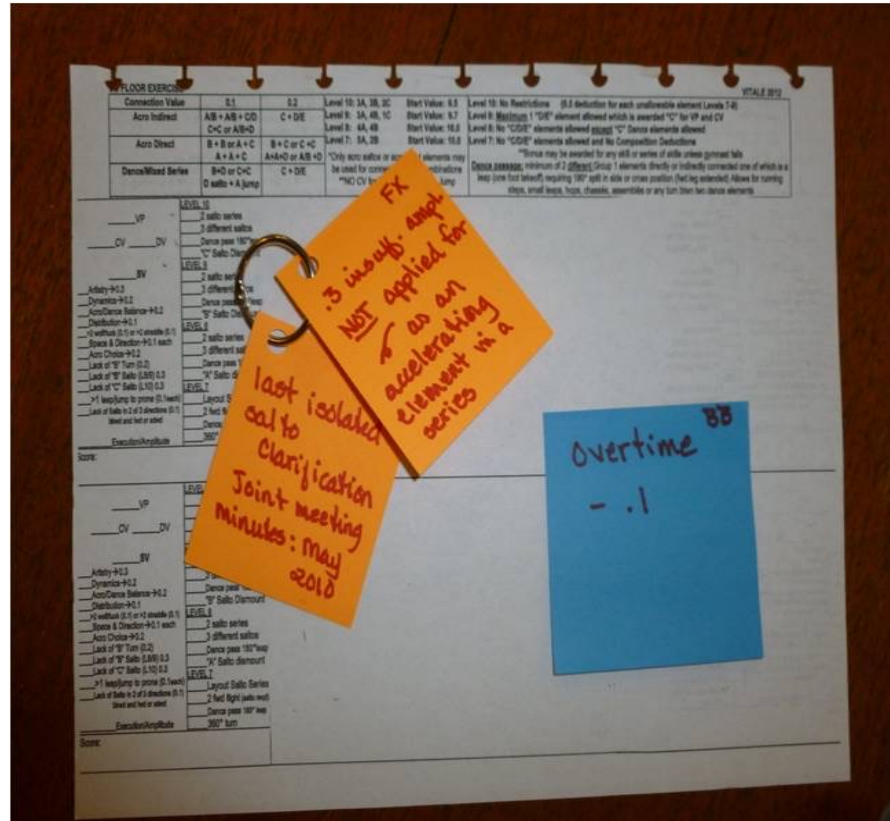
- ◉ Select data based on experience.
- ◉ For judges this can happen DURING the routine while collecting raw data!
- ◉ Review and keep the ‘grandmother’ skill in your head (skill template)
- ◉ Avoid selecting only part of the data
- ◉ Be aware of your selection process
- ◉ Get rid of the ‘voice in your head’
- ◉ Use deductive scales, continually review and recalibrate

Action

Reaction

# STEP 3 ASSIGN MEANING

- Post routine
- This is where we apply our knowledge of requirements to the routine
- Be certain you are assigning meaning to the REAL data



# STILL ON STEP 3: TRAIN YOUR EYE!

- ◉ Apply our practiced, considered and deeply trained professional expertise for internal and external amplitude

## • Leg or knee separations



Less than shoulder width - 0.10



Shoulder width or more - 0.30

# STILL ON STEP 3

- ◉ Be sure your decisions are founded on reality and firmly based on the true facts!

# STEP 4: ASSUMPTIONS

- ⦿ This is where we can get into trouble if we have ‘selected’ data incorrectly; ‘assigned’ meaning unprofessionally
- ⦿ Now we ‘assume’ this gymnast to have performed in a certain manner



## STEP 5: DEVELOP CONCLUSIONS

- ◉ Artistry (performance quality)

- ◉ Composition

- ◉ Footwork

- ◉ Body position

- ◉ Dynamics

- ◉ Swingful execution

Again, consider and make sure you are working with REAL data

## STEP 6: ADJUST BELIEFS

○ REFLECT!!

# STEP 7: TAKE ACTION

- POST YOUR SCORE!



# USE THE LADDER TO YOUR ADVANTAGE

- ◉ Become aware of your own thinking and reasoning (reflective practice)
- ◉ Make sure others understand your thinking and reasoning (advocacy)
- ◉ Ask questions of others about what they are thinking (inquiry)

# FOCUS ON YOUR LADDER

- ◉ Is your data real?
- ◉ Is your filter unbiased?
- ◉ Are your templates accurate?
- ◉ Are your assumptions professional?
- ◉ Are your conclusions correct?
- ◉ Have you reflected?
- ◉ **TAKE ACTION:** Post your score with confidence!