Using Worker Self-Assessments for Competence-based Pre-Selection

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Dunning-Kruger Effect

Cognitive bias: Incompetent individuals depict inflated self-assessments and illusory superiority.
Incompetence in a particular domain reduces the metacognitive ability of individuals to realize it.

Incompetent individuals cognitively miscalibrate by erroneously assessing oneselfs, while competent individuals miscalibrate by erroneously assessing others.