

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.

Dunning-Kruger Effect

- ❑ Incompetence in a particular domain reduces the metacognitive ability of individuals to realize it.
- ❑ Incompetent individuals cognitively miscalibrate by erroneously assessing oneself, while competent individuals miscalibrate by erroneously assessing others.

