Common Rater Errors on Performance Evaluations

1. Halo or Reverse-Halo Effect

When the value you place on one item influences (positively or negatively) the value (grade) you place on another item.

1. Rater Mood or Memory

Allowing your mood to affect your student’s grade; rating performance when your recollection is poor.

1. Error of Central Tendency

Raters tend to grade toward the center of a scale.

1. Proximity Error

When one item affects the score of the next item, due to proximity of the two.

1. Error of Leniency

One may be more lenient in grading someone you know well or may go to great lengths to NOT be lenient when grading someone you know.

1. Initial Impressions

Letting first impressions impact later judgments of performance.

1. Logical Error

Raters may rate similar items in a similar way, without making the distinction between them.

1. Contrast Effect

Comparing a current student to the quality of the last student, instead of judging them on their own merity.

1. Similarity of Background

Similarities between CI and student can affect overall judgment. The greater the similarities, the more favorable the grade.

1. Issues of Diversity

Bias caused by differences in race, ethnicity, or cultural background.