

## Handout 1

Match the following descriptions to types of rater errors.

<b>Rater Error</b>	<b>Description</b>
1. Central tendency	a. Avoiding poor performance scale items
2. Halo error	b. Ratings are made relative to performance of previous group
3. Leniency	c. All ratings based on one positive or negative observation
4. Primacy/ recency effect	d. Ratings based on degree of similarity to rater
5. Contrast effect	e. Avoiding extreme positive or negative ratings
6. Similar-to-me effect	f. All ratings based on observations made early or late in the scenario
7. Stereotype effect	g. Ratings based on group inclusion rather than individual differences