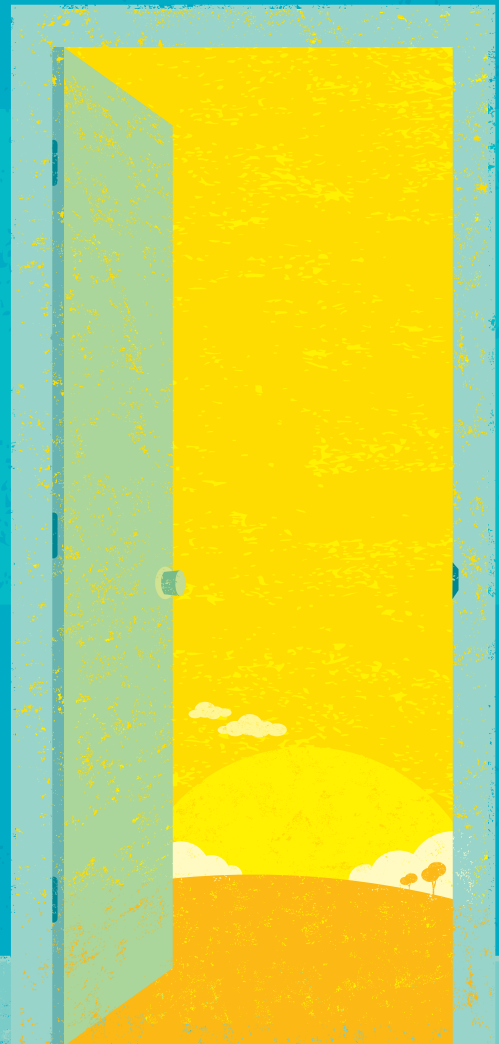


6 INTERVIEW MISTAKES

THAT DRIVE
GREAT
CANDIDATES
AWAY



INTRODUCTION

When you get a great candidate, you want to make sure you do everything to land them.

As the interviewer, you are in control. But remember:
Great job candidates are sizing you up, too.

What you say and what you ask are being evaluated.

And we all make mistakes.

Here's what the great job candidate is thinking
when you make any of the following six interview mistakes.

MISTAKE 1

What's the rush?

There's **nothing more off-putting** to me than to feel you're in a hurry to get the interview over. Tapping your fingers. Looking at your watch.

It says I'm not your priority. And I thought nothing was a higher priority than hiring great people.

I took time out of my day, got a babysitter for the kids and spent an hour driving here in rush hour traffic.

Are you that inconsiderate? Why would I want to work with you?

MISTAKE 2

That's all you want to know?

The only candidate thrilled with a shallow, superficial interview is the one who only has quick, glib answers.

I expect and welcome the chance to be grilled.

I want you to know what I really think, and how I'll solve your problems if hired. I want to tell you about my successes. **And I don't mind elaborating on my flaws.** We all have them. So if you don't dig into mine some, **I'll think twice about whether this is a company I want to work for.**

MISTAKE 3

When is it my turn to talk?

I love hearing you talk about your company.

In fact, **I had a whole list of questions to ask you.**

But in the last 45 minutes, I've heard about your company, your daughter's soccer coach, your alma mater, your Bernese Mountain Dog, and who I would be working for. And in those handful of times I did say something, you jumped in whenever I paused to take a breath. **So I gather that you must be interested in hiring me to listen to you talk.**

MISTAKE 4

Did you really do that?

I once had an interview over lunch where the boss drank six dry Rob Roys.

Need I say more?

MISTAKE 5

Did you really say that?

I am here to interview for a job.

I have no interest in sharing my thoughts on politics, religion, sex, the latest fashions or music.

Or hearing yours.

Here's a heads up: I'll take offense to any off-color jokes or sexual innuendo.

I'll do my best to be professional and polite, but **don't be surprised if I get up and walk out of the interview.**

MISTAKE 6

Did you forget I was coming?

Believe it or not, **I can tell if you're reading my resume for the first time as we sit down.**

I spent an hour or so researching your company before I came. You could have spent at least five minutes before the interview getting up to speed on me.

**I'm clearly not high on your list of candidates.
Or do you do this to everyone?**

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