



## REASONS FOR REJECTION

You will not be offered every position you interview for. Understanding the reasons you were rejected will help improve your interviewing skills and prepare for the next interview. Here are some common reasons why employers reject candidates. Turn the mirror on yourself to make necessary corrections.

**SHOW DETERMINATION!** Employers value candidates with drive and commitment. Those who show they are determined and do not make mistakes in interview often land jobs over more qualified applicants. You might lack some of the qualifications and still land the job because you impressed the employer by your enthusiasm and flawless interviewing style.

The opportunity could be yours. Be sure that you come across as upbeat, positive, energetic and friendly!

1. **Poor attitude.** Many candidates come across as arrogant. While employers can afford to be self-centered, candidates cannot.
2. **Appearance.** Many candidates do not consider their appearance as much as they should. The first three to five minutes of the interview establishes the first impression. It is only human nature for an interviewer to form an impression quickly. You need to do a checklist from your head to your toes.
3. **Job shopping.** Some applicants, particularly those in certain high-tech sales and marketing fields, will admit they are just “shopping” for opportunities and have little intention of changing jobs. This wastes time and leaves a bad impression with employers they may need to contact in the future.
4. **Lack of research.** It is obvious when candidates have not learned about the job, company or industry prior to the interview. Visit the local library to research the company, and then talk with friends, peers and other professionals about the opportunity before each meeting.
5. **Not having questions to ask.** Asking questions shows your interest in the company and available job. Prepare a list of intelligent questions in advance.
6. **Not readily knowing the answers to interviewers' questions.** *Anticipate and rehearse* answers to tough questions about issues raised by your background, such as a recent termination or an employment gap. Practicing with your spouse or a friend before the interview will prompt you to frame intelligent responses.
7. **Relying too much on resumes.** Employers hire people, not paper. Although a resume can list qualifications, it is the interview dialogue that will portray you as a committed, responsive team player.

### The Interview Doctor

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8. **Too much humility.** Conditioned not to brag, candidates are sometimes reluctant to describe their accomplishments. Explaining how you reached difficult or impressive goals helps employers understand what you can do for them.
9. **Not relating skills to employers' needs.** A list of sterling accomplishments means little if you cannot relate them to a company's requirements. Just saying, "...and I am certain I could do it for you," can turn a past achievement into a future benefit.
10. **Handling salary issues ineptly.** Candidates often ask about salary and benefit packages too early. If they believe an employer is interested, they may demand inappropriate amounts and price themselves out of the jobs. Candidates who ask for too little undervalue themselves or appear desperate.
11. **Lack of career direction.** Job hunters who are not clear about their career goals often cannot spot or commit to appropriate opportunities. Not knowing what you want wastes everyone's time.