



## **The Employers Perspective**

Just as you are evaluating and judging the interviewer and the company, the interviewer and the company are judging you. This includes details such as your hair cut, your manner of dress, your body odor (including perfume or body sprays), your posture, your use of non-verbal signals, your breath, your fingernails (dirty, clean, clipped or not), and your correspondence with the receptionist, etc.

As you are focusing on the positives in your interview, the interviewer may be focusing on the negatives; looking for any reason to remove you from the process. You should be conscious of the perceptions you are creating and never demonstrate any of the following signs during an interview or phone screen:

- Dishonesty or lying during the interview or on the application! Do not inflate compensation numbers!! Do not omit felony or misdemeanor information from your past, regardless of how old.
- Irresponsibility.
- Inconsistency in your responses. Interview processes will often ask the same questions (possibly in different ways) multiple times in an effort to identify inconsistencies. This can create the perception of manipulation or dishonesty.
- Smell of smoke or alcohol.
- Arrogance or excessive aggressiveness (Humility is a great buffer here). The perception of arrogance is an immediate eliminator 95% of the time.
- Money is your primary motivator. NO company wants to feel this. They will perceive you to be leaving when the next highest offer comes along.
- Tardiness or failure to keep appointments and commitments on time, including the job-interview (try not to reschedule your interview if at all possible).
- Not following instructions or obeying rules.
- Negative attitude or blaming things on others (keep it positive).
- Laziness or lack of motivation.
- Lack of enthusiasm for position or opportunity.
- Instability. (Be prepared to discuss why you left each of your past positions).

Your goal during the interview process is to create a perception in the hiring authority's mind that is as accurate to reality as possible. It is very frustrating to be eliminated from an interview process based upon a perception (acquired during the interview process) that is not reality.