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Top 13 Reasons Why You Didn't Get The Job

by Breanna Leuze, Talent Acquisition Specialist

Most candidates are often left in the lurch when it comes to understanding why they did not get the job offer they thought they were going to get. Candidates are desperate for feedback, yet none is given. All one may receive, if they are lucky, is a candidate rejection email.

Here is the feedback, we have heard from our employer partners, as to why they did not select a candidate.

In order from least concerning to most egregious, straight from our employer partners:

13.) Poor professional appearance or hygiene. Did you forget to iron your outfit or have dog hair all over, or was it the bad breath?

12.) Overemphasis on money, you may have been all about the benjamin's but your interviewer was not. Remember, be humble and flexible.

11.) Speaking poorly of former employer or educational institution. It never pays to speak poorly of others, that includes your former employer and leaders. Remember, it takes two to tango.

10.) Limp-wristed handshake, which implies lack of confidence. Yes, that is correct. Be firm, and look directly in the eye of the person whom you are speaking.



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9.) Late arrival for the interview. Who is late for an interview? Make sure your car is full of gas, you have directions, the person you are meeting with, and give yourself an extra 20 minutes of time to get settled and walk into your potential new employer. Remember, you are interviewing the minute you arrive on property to your potential new employer. Often times, the Receptionist is solicited for feedback on your presentation. Do not come in like a wrecking ball.

8.) Failure to ask questions about the position or organization. Always be prepared and do your research. When in doubt, ask for feedback from your recruiting professional. One may also look on the company website you are interviewing with, or consult the Bureau of Labor Statistics for relevant information on the outlook of the position.

7.) Lack of or vague responses to an interview question. It is not ok to answer with just a “no” or “yes”.

6.) Overaggressive with a “know it all attitude”. Yes, you really may want this job. Yes, you may think you are telling the interviewer everything she or he, wants to hear; take a step back and reflect. Everyone thinks their horse is a stallion. Be humble in your approach and soften up.

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5.) Stating that you are unable or unwilling to start in a lower level position and work your way up. Or, your expectations are critically higher than the employer is able to deliver.

4.) Poor penmanship and or incomplete application. You do know filling out the application part of the interview process, correct? If you are not willing to take the time to fill out an application, then why would you be trusted with any task for the future employer?

3.) Lack of maturity, tact and diplomacy. True story, one candidate when asked, “What is something difficult you have experienced in the last year?” Response from candidate was, “Well, like everything is unfair. My boyfriend cheated on me, and it has been like you know, really rough.” Candidate then proceeds to pull out phone and show pictures of ex-boyfriend and his new girlfriend. Here is a tip. Do not speak of your personal life in an interview, period.

2.) Failure to research organization, prior to your interview. Again, this should be self-explanatory.

Queue the drumroll and the number one reason for candidate rejection.....

1.) A resume with spelling, or grammar or formatting errors.

If you think about it, all of these are in your control and can be solved. The moral of the story is, do your research, be on time, be dressed to impress, stay humble and put your best foot forward. Your next position or even dream job is right around the corner.

