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## 99 Problems, are you one of them?

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Remember when we spoke about reasons why you did not get the job? Were you successful in at least receiving a phone interview or in-person interview? Except, during your interview, you decided to have a therapy session with your interviewer. Do you have 99 problems and your past or current employer is one?

Here is the thing. It is never a good idea to speak poorly of your current employer, manager, others, or past educational institution. Anything negative you say is a direct reflection on you as a person, and you as a potential employee. Would you want to work with a negative person, or risk having a negative person bring down the morale of the team?

Let us begin. Your interviewer asks you the almost guaranteed interview question, "Why are you looking for a new position?" Your answer should be candid, honest, and answered in the most positive manner possible. Some potential answers should start with:

"I am not challenged enough in my current position"

"There is not enough growth opportunity"

"I want to find employment closer to home"

"My company is right-sizing and I want to find stable employment"

All of the above are explainable answers. All of the answers can be portrayed in a positive light. As an example:

"I am not being challenged in my current position and I have asked my current employer for more responsibilities but there is not any extra work at this time."

"The organization I work for has changed the management structure and I am not able to move up or around because there are others with more seniority than I and the organization switched to a flat management style."

"I want to find employment closer to home because more people have moved in the area and the commute has gone from 35 minutes over 1.5 hours."

"My company is right-sizing and I am not in a position to be without a job. I thought would be proactive in finding new employment."

These are all appropriate answers.

Starting a conversation off during an interview with, "I hate my job", "I hate my manager" "I can't get promoted" etc... shows more about you as a person than it does about your employer.

Of course, there are more complicated behavior based interview questions. "Tell me about a time you saw or heard someone do something unethical, what did you do and what was the outcome?" Again your answer should be concise with what you saw giving some detail but not spilling the beans. Your answer should be crafted to say or show that you did something about what you witnessed and how the problem was resolved. What you do not want to do is give too much detail inclusive of trade secrets, proprietary information, any criminal or civil action against your employer or manager as a result of what happened.

Giving away the farm and all of the details, can show your potential employer that you are not able to keep your mouth closed during sensitive times for the organization.

Another potential interview question may be, "Tell me what you liked least about your manager?" Answering that he was mean and very strict is not a good idea. Perhaps, another way to answer this question is, "My manager was fair, but had unrealistic expectations because I had to work 16 hours a day to meet his/her needs and respond to emails at 2:00 am."

Your interviewer may ask you, "Tell me what your college experience, what did you learn?" Starting the conversation with a good chuckle and replying with, "I do not remember because I was drinking all day." While that may be a honest recollection of what truly happened, it is not advisable. If you answer with, "I did not really learn much or I do not recall," you are setting yourself up for failure. You had an option to pay attention and learn, but you did not. You had an option to change schools, but you stayed. Are you going to be a go-getter for your new employer? Are you going to go above and beyond and pay attention?

Before you have an interview, or go on an interview. Think about your responses. Think about your experiences. Tell or show the interviewer why you are the best possible candidate. Do not be your own worst enemy with 99 problems, because you may not get that job.