



# SAIGE PARTNERS

YOUR FUTURE. YOUR SOLUTION.



BY BREANNA LEUZE

Making the first impression is the only one you get. You receive on average, 20 seconds, to make a first impression. This means, your appearance, clothing, stature, posture, handshake, eye contact, smile, personal body scent; ALL need to be on point when meeting the person interviewing you. YOU need to be a well-oiled machine, like a DeLorean ready to go, because you cannot go, "Back to the Future" and get a re-do. Did you know, one of the reasons you may not be selected for a position is because of your attitude and behavior?

Do you recall Biff Tannen from, Back to the Future? He was gruff, aggressive, abrasive, insensitive, loud, know-it-all, obnoxious, and just a flat out bully? When Tannen entered the room, people knew it and either pandered to him or tried to run out of the way? Have you ever met someone that had personality traits similar to Tannen? Did it make your skin crawl and you dealt with it, or did you quickly, walk away?

Hiring managers or people that interview people for a living are exceptional at finding qualified candidates. However, there are times, when the candidates stand out on paper but are not the right candidates for the job during the interview. Sometimes, they are overly aggressive and have a know it all attitude. Again, kind of like Biff Tannen, like when he said, "That's about as funny as a screen door on a battleship." Marty McFly responded with, "It is a screen door on a submarine, you dork". Then the arguing ensued from there. In that moment, Tannen, thought he was correct. Tannen, was confident, gregarious, and had the know it all attitude. However, he was not correct.

Inevitably, there will always be the candidate that thinks their horse is a stallion when realistically, they belong on the circle wagon for the pony rides. If you think you are the best at something, then show it.

A great way to demonstrate your talent is to bring a portfolio to the interview with; letters of recommendation, performance review(s), emails demonstrating your performance amongst your peer(s) and any other pertinent information as to why you are a top performer and or employee.

If you are a very strong Type A personality, you may want to consider toning it down a bit. Being overly aggressive in an interview may be a natural trait of yours, and your interviewer may not appreciate it. Take a deep breath, and think about how you are going to say something. Your intent may be in the right place, but the delivery in your message may need to be refined to fit the person you are interviewing with.

Most people with a strong personality, are very self-aware. If you are not sure if you have a strong personality and presence, ask a friend or family member for feedback. Ask them how you speak to people you first meet, and what their feedback is.

Do you have a naturally loud voice? While that may be great if you were a Sports Broadcaster, it is not ideal if you are interviewing for a job as an Analyst. The best way to adapt for your interview is to mirror the person interviewing you. Follow their cue, their voice tone, and body language.

20 seconds can be a long time. 20 seconds can be a deal breaker. Try as you may, you cannot go back in time and do the interview over. Do not be like Biff Tannen, or you will be asked to make like a tree and split. Presentation, attitude, and behavior are key in landing the job you want. Not being self-aware and or courteous to the person you are interviewing with, may lead to dire circumstances, sending you like a wild ride into the rejection pile.

**COUNTDOWN BEGINS**  
**20...19...18...17...16...15**