

10 Ways to Make Sure You Won't Get the Job

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The following are 10 true stories.

These have all happened to me or my colleagues over the years as hiring managers. I know the job search process can be hard to maneuver. Add the fact there's a whole set of "new rules" you need to follow to get employers to even want to hire you and a job seeker can feel pretty overwhelmed.

That being said...

Some things are just common sense. For example, I wouldn't suggest doing any of these:

1. **UNDER-DRESSED:** Candidate came to the interview for a professional job in a suit and dress shoes—but with no shoelaces or socks. AND THEN, proceeded to sit with his leg across his knee, tapping his foot, drawing attention to his lack of proper attire.
2. **OVERLY-HONEST:** When asked what the person's greatest weakness was, she replied, "I hate getting up early and tend to be late to work a lot."
3. **GREEDY:** When asked if the candidate had any questions, he said, "Ya. How long will it take until I get a raise?"
4. **TEAMWORK CHALLENGED:** When I asked for references, the candidate said, "You can't call anyone from my old company because I hate them all and they probably wouldn't say nice things about me."
5. **IGNORANT OF YOUR PROFESSIONAL PERSONA:** When I called to schedule an interview, the recorded message was playing 'Funky Cold Medina' and had people making noises in the background. (Do I need to explain more?)
6. **UNMOTIVATED:** When I e-mailed the candidate about scheduling an interview, she e-mailed back, "Now's not a good time for me, can I call you in two weeks?"
7. **IMPATIENT:** After the interview, the candidate called and left me 5 voice mail messages and sent me an e-mail everyday saying he was just 'checking in' to see if I'd made a decision. He did this in spite of the fact I told him, "Don't call us, we'll call you."
8. **INSINCERE:** After the interview, I contacted a person in our company who the candidate said would be a reference for her. The employee said, "I should tell you she doesn't really want the job and is planning to quit if she gets accepted to grad school."
9. **UNPREPARED:** When I asked the candidate what he liked studying the most as a Finance major he said, "I liked the financial stuff."
10. **DESPERATE:** When I asked why she wanted the job, she said, "Because nobody else will hire me."