

PASSING  
INTERVIEWS

## Are you one of these **10** people who will never pass a job interview?



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Why can some people secure job offers from job interviews, but others fail every time? What is it, that certain interviewees do that makes them fail at all their job interviews? Are you one of these interviewees who always fail job interviews?

I've been asking employers why they refuse certain job hunters and what types of interviewees are constantly turn down for a wide range of job positions. The funny thing was, during my research there were **10 common types of people** (and [personality traits](#)) who employers from all job sectors were generally refuse job offers.

Don't make the same mistake as others interviewees and come across at the job interview as one of these **10 people who will never secure a job offer**:

1. **Poor Personal Appearance** – We all know first impressions count, as with all animal's when we meet another creature (human or animal) for the first time we quickly analyse the information in front of us and make a snap judgment – A first impression.

From an evolutionary point of view, we originally made snap judgments as a survival instinct with our subconscious deciding if we would Fight (attack the animal) or Flight (run away.)

The employer doesn't make a snap judgement to decide whether or not to fight you, but they do create a first impression within seconds. The problem with first impressions is that they are often wrong and it can be very hard to change a person's mind, especially if they have a gut feeling that you're not the right person for the job.



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What can make a negative first impression? Employers fed back:

- Unshaven
  - Dirty Clothes (one employer said one interviewee had egg yolk on his shirt)
  - Scuffed shoes
  - Bad breath
  - Arriving wearing a t-shirt
  - Arriving late
  - Facial piercings
2. **Showing a lack of interest and enthusiasm** – what do you think is key to winning job offers at a job interview? Many say, experience or qualifications, but the real answer is your enthusiasm and passion. With one employer saying *“Experience can be gain and qualifications can be earned, but passion and enthusiasm is hard to teach.”*

Signs of Boredom, lack of interest and a lack of enthusiasm include:

- Yawning during interviews
- answering questions with “yes” and “no” answers
- looking at your watch
- shaking legs
- not answering questions (often because the interviewee drifted into a day dream)



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3. **Being late to the interview** – one of interviewers biggest bugbears is a late interviewee, with some employers we talked too feeling quite angry about potential staff being late for a job offer. When asked interviewers said that lateness was a sign of a lack of interest and commitment

How to be on Time

- **Leave early just encase there is a traffic jam**
- **Plan and travel the route a couple of days before the interview**
- **Double check the interview venue as so many interviewees accidentally arrive at the wrong venue, believing that the interview is being held at the head office instead of the local branch – if unsure double check**



4. **Discussing money throughout the interview** – employers agree that people who over-emphasis on money are more likely to leave the job in the first couple of months leaving the employer with the job of re-recruiting.

Interview research has found that **large companies spend up to 40% of their profit on recruitment**, which means that interviewers quickly become sceptical when interviewees want to discuss money and company benefits rather than their skills and the new positions job duties.

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5. **Criticising past employers** – we all job hunt for various reasons; more money, career advancement or a promotional opportunity. A large amount of job hunters apply for employment as they have an ongoing disagreement with their manager or employer.

Whatever the reason is for you to be applying for work you need to remember that an interview is a chance to SELL your skills, qualities and experience, which means an interview should be positive.

The second point to remember is that the employer does not know your history with your past employer, so when you criticise as past employer, this is often seen as passing the blame onto someone else.

Instead you need to discuss only positive experiences.

- **Your key achievements**
- **Your passion**
- **Your past duties and current skills**



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6. **Lack of confidence, lack of eye contact and showing nervousness** – there are several techniques to help you prepare for an interview and to increase your **interview confidence**; a common mistake many interviewees make, increasing their lack of confidence is failing to practice their interview questions.

When asked interview questions, the interviewee has to think on their feet and when feeling nervous thinking on your feet can be hard. To learn any skill you need to practice, as a child learning to ride a bike you practiced and practiced and after several scuffed knees you could ride for hours without having to think about it. It is the same with job interviews if you practice and practice your interview answers you will be able to ride through the interview without any problems.

To predict interview questions:

- **Read the job specification – each skill, quality and required experience will be reworded and asked as a question**
- **Join industry forums and ask industry experts what questions they were asked**
- **Read (or ask for by e-mail) employments kings [101 common asked interview questions](#)**



7. **Being a 'Know-it' all** – the opposite to having a lack of confidence is being overconfident which can lead to you coming across as aggressive, cocky or as a know it all.

Employers are looking for a new employee that will fit within their current team, as employers know more than anyone else that an unhappy team is unproductive.

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Employers look at which interviewee will fit in with the team, company, environment and which potential employee will add value. It is rare that an employer is looking for the type of person who is happy to walkover others to achieve their goals, as in most organisations teamwork is key.



8. **Asking no questions about the job** – employers are looking for someone who is interested in their company and the job sector, this is because someone who is not interested will not work at the same level as someone who wants to make this job sector their career

What questions to ask:

- “Do you have any future plans to expand the company?”
  - “Does your team work well together?”
  - “Have you put in any new bids for any new contracts?”
  - “What is the company’s policy on personal development and training?”
  - “Where do you see the company being in 5 years time”
9. **Unable to sell themselves;** Employers look and recruit people who have a career plan, job goals and can prove with evidence that they are the best person for the role.

Interviewees need to understand what the employer’s essential criteria are and to discuss these points throughout the interview, answering questions giving real employment examples.

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Employers also said that the following highlight a lack of self confidence and ability to sell themselves

- **Voice to quite or loud**
- **Poor diction**
- **No eye contact when answering questions**
- **Short interview answers**



10. **Having strong prejudices and opinions;** you can often recognise when someone has a strong opinion or prejudice and I would add these strong opinions often come out during a job interview.

When your opinions do not match that of the interviewer you will quickly lose rapport and any possibility of a job offer. When answering questions on values and beliefs stay neutral until you are confident that the employer will be impressed with your answer.

When pushed for answer stick to the facts, as an example if you believe that women are bad drivers (a negative stereotype) you could answer a question saying **“25% of women have a car accident..”** as this is factual (I have no real idea of this statistic and only used the stereotype/percentage as an example)

By researching your stereotypes and prejudices, many people find that the evidence they find proves that their negative beliefs is wrong, which leads to a change of

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opinion. Which is good as it is rare that an employer would want to recruit someone with strong prejudices and believes in stereotypes.

