



Career Strategies

MONTH OF APRIL 2010

How to win the PTD (Polite Turn Down) you don't want

Being late for the interview or appearing unreliable

Interviews are scheduled one after the other so you can imagine what happens when you are late - it throws the whole day out. In fact it doesn't you get a short interview and you don't get the job. Interview behaviour is projected and interpreted as work behaviour. If you can't organise yourself to get to the interview what is your commitment to the work likely to be?

Being arrogant

Not many people are arrogant at interviews but some use arrogance to hide their anxiety or they think it "kool" to appear as if they are not that interested in the job and the organisation will be lucky to have them on the team. With such behaviour you will be very lucky if you get the job offer.

Not telling the truth

A cardinal sin. Even if they give you the job it is grounds for subsequent dismissal. Let them hire the true you not some fantasy that you have of yourself or your imagined qualifications. I don't know anyone who has not put a gloss on their performance when going for a job they wanted but there is a definite line between a gloss and telling lies; don't cross it.

Trying to be funny

Selection is a serious business. Recruiters put their jobs on the line every time they recommend someone to a senior line manager. You might think that some light relief might be welcome in the hard day's work of a selector and, yes, you will be remembered but not so you get hired.

Appearing irresponsible

Of course you are not going to 'fess up" to being irresponsible but your past might let you down - not using a gap year wisely, moving in and out of jobs quickly without adequate explanations, and yes, it does happen when you do not take the interview seriously as a coping mechanism for your interview nerves.

Also watch being passionate when disclosing your passion for bungee jumping, jumping out of perfectly good aircraft or abseiling off tall buildings unless, of course, you are applying for a position with the SAS.

Lacking manners

Not so much to the interviewer but to the support staff. Quite frequently I have had someone be charming to me only to discover later that they have been perfectly obnoxious to my staff. Frequently a manager will ask their secretary "Well, what do you think?"

Lacking in motivation

You have to appear as if you want the job for its own sake and not just as an income stream. If you attend the interview because "the dole sent you" then mention this right away and we can both play the game. It is hard enough for managers to motivate staff anyway so a little motivation at the start is most welcome.



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Being extreme

Interviewers are risk adverse. If you are extreme in any area alarm bells will start ringing and you will be struck off the short list.

Complaining or blaming

Australians have got it right the English do winge but winging in an interview will not do you any good. You have to be like the good salesman who never knocks the competition but just concentrates on how good his or her product is. In the same way you have to be positive about previous bosses and previous employers irrespective of how badly you have been treated. Most streets are two way and you don't want the interviewer thinking about your contribution to a difficult situation.

Being totally self centred

Of course you want the job for your own reason and to do what you want to do. However if you appear self centred during the interview then why would you be hired by someone who wants you for their reasons, to do what they want and to help them achieve their objectives.

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