

SPECIAL REPORT

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7 SECRETS INTERVIEWERS DON'T WANT YOU TO KNOW **ABOUT JOB INTERVIEWS**

There are occasions when you think you have gone through all the steps in the interview process satisfactorily and it seems that you are likely to be offered the job. At the end, however, it doesn't turn out the way you think! Why? Is there anything wrong?

From our experience, there are many reasons for that. We compile this report in the hope of finding out more about the possibilities for you. What we hope to see is you won't get too frustrated when you receive disappointing news from your potential employers. In many circumstances, it may not be your entire fault. So forget about it and move on to your next opportunity.

1. You are not employed because you are overqualified!

Yes, it is true. I came across many cases in which the employers do not choose a particular candidate because he/she is too "smart", too "senior" or too "bright" for a particular opening. Isn't it a surprise? A job mismatch occurs when the candidate is over-qualified for a job. The reason you are not selected can be that you are too "good". They concern about whether you will stay long enough in the company, or if you will ask for a salary raise shortly after they hire you.

So when you attend interviews, do take note of this possibility. While you are confident that you meet all their requirements, try to think in the opposite way. Are you a bit overqualified? If you have any doubt, you'd better rethink if the job is suitable for you. If you really want the job, ask yourself why you want it so much. What is it that this job can offer you? Remember to show your enthusiasm to your

prospective employers. Explain clearly your motivations and thoughts that brought you to the interview, and what the job can bring to you apart from what you can bring to the employers. This may help lessen the employers' worry in this area.

2. You are not employed because they are merely looking for market information

You are not employed because the interviewers use interview as a means of gathering job market information. This is especially common when the economy is not good and they are skeptical about expanding their workforce. Chances are, they simply want to talk to the job seekers to find out more about the market salary for a particular position. Is there any "cheaper" replacement for their in-house position? Are they paying too much compensation for their existing employees?

You might be chosen as their research target. However, that also means your background interests them. So there is the chance that you may be invited for an opening, sooner or later.

3. You are not employed because they have frozen headcount.

It is really common. You may have reached the final stage and you are about to sign an employment contract with the employer. But somehow the process stops because the hire is suddenly withheld for that financial quarter. Sometimes it is even put off until next financial year or beyond.

The more open-minded employers will inform the candidates about this but there are also cases when they will not disclose the actual reason and just notify the candidates that they are not selected. It happens a lot especially during a bad economy.

4. You are interviewed but not selected because the employers intend to send confusing signals to the market.

Employers would like to keep their hiring activity busy to send false signals to the market and show they are still expanding. Sometimes it is just like a free publicity to their customers, competitors and suppliers, telling them that the company is doing great. So you are invited to the "show". In reality, they have no urgent need to hire new staff.

5. You are interviewed in order to fulfill a complete interview process

You are interviewed but not selected because they want to make sure their already chosen candidates are good enough and this requires interviewing a minimum number of candidates for comparison. You are being part of the interview processes just for the sake of completeness.

6. You are interviewed because they want to gain competitors' information from you.

You are interviewed but not selected because they want to know more about the company you have been or are currently working in, which might be their competitor. So pay very special attention when you are interviewed by your company's competitors because it is very likely that you will leak your company's confidential information to them casually. Keep in mind not to surrender to any request for important information about your present company.

It is understandable and reasonable to protect your company's interest. A reasonable prospective employer should not force the candidates to do anything that harms his/her present employer's interest.

More extreme case:

7. You are employed but fired shortly after because of a company restructure.

It could be the employer's original plan to hire you in order to prepare for this restructuring. They hire you perhaps because you ask for unreasonable salary, or have some sort of compatibility problems with the job or company. This makes them easier to lay you off when the senior management commands a reduction in headcount during a company restructure. By sacrificing you, they then manage to keep those more experienced staff in their team.

Interview is a game. Don't take it personally.

Bear in mind that interview is a game. You devote yourself to do the best but the results are sometimes out of your expectation and prediction. What matters is that don't take it personally when you are declined for an offer. There are more than a dozen reasons as to why they do not employ you. Don't let it affect your confidence.

For your benefit, go to our website <http://www.itotalsearch.com/article.html> and study our articles to better equip yourself for interviews.

Happy Job Seeking!

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