

TheSavvyIntern

10 Reasons I Didn't Hire You Today

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You worked hard to get that interview. I thought you deserved it, or I wouldn't have invited you in today.

You thought you did okay. Your hopes may have gotten up just a little bit. So you will undoubtedly be disappointed when I don't offer you a job. You'll be really disappointed if you never hear back from me at all, as happens far too often in the world of recruiting.



But here's the reality: As a recruiter, I am overworked, being pulled in a million different directions, and stressed. I barely have enough time to fill this job and the dozens of others I'm responsible for this month. I may not even have time to send an email, or make a call. And I definitely don't have time to counsel every applicant on why they didn't get hired.

More reality: You had TWO chances to impress me; two 90-second windows. One when we first met face-to-face, and one when we said good-bye. Both great chances to blow me away. And you didn't.

Here are 10 reasons why:

1. Your handshake felt like left-over tuna salad
2. We couldn't actually smell the tuna salad, because your abundant use of cologne made that impossible
3. You showed your true confidence level by not making eye contact
4. No smile; not one. Is that how you would greet one of our customers for the first time?
5. Your wardrobe choice was fine, if you were applying for a "please wait to be seated" job at a Gentlemen's Club
6. You felt you were too important to treat the lobby staff with respect (you are a GUEST here!)
7. You didn't use the manners your momma' taught ya' (or should have); please and thank you go a long way

8. Even at the peak of our conversation, you remained slumped in your seat; you never once leaned forward to emphatically demonstrate your passion for this job at this company
9. You didn't ask even one original question about our company, culture or my work (sorry, "What do you do here exactly?" doesn't count)
10. You didn't ask about next steps, or how you could help close the deal... which means you didn't WANT the deal.

So I'm not going to offer you the job. And I'm probably not going to "get back to you by the end of the week" like I may have indicated.

You had one shot at this. And you missed.

And as a recruiter, I need to move on.