

## Article

### Attitude! Enthusiasm! Teamwork!

How do you impress interviewers and get a job offer? Many job hunters struggle with this question. To fill one open position, a manager may interview dozens of people, searching for the person who will be the perfect fit for the job, the department, and the company. Fortunately, there are several things you can do to stand out from the crowd and present yourself as the best candidate for the job. Recruiters for large companies can tell you that companies are looking for three key qualities in the people they hire: a high level of enthusiasm, a positive attitude, and the ability to work effectively on a team.

First, on the job interview, there is no substitute for enthusiasm. There is nothing an interviewer loves more than talking to a candidate who is excited about the job, the company, and the opportunity. An enthusiastic candidate is not simply excited about the job; he or she expresses a strong desire to do well in the job and to make a strong contribution to the company's profits and growth. The best candidates research the company and its products before interviewing, and they talk openly about their excitement. Yes, experience is important, and so are good references from previous employers, but they are not substitutes for enthusiasm.

Second, the term "positive attitude" may sound vague and general, but it is quite easy to explain. Companies want employees who arrive at the office in a good mood, who leave their problems at home, and who have an upbeat approach to their jobs. A positive attitude involves taking on work with a smile without complaining. A good attitude also means having a "can-do" approach to the job; that means actively looking for solutions to problems rather than asking others to solve the problems for them. Employees with a positive attitude know that any lower level or clerical work is an opportunity to learn more about the business; they view running errands as a way to build a relationship with their boss. In any given situation, they think about what they are doing, why they are doing it, and how they can do the best possible job.

Finally, employers are looking for what they call "team players." Being able to work effectively with a group of people of different ages and with different personalities is essential. Team players focus on the group's goals rather than on their own wants or needs. Rather than engaging in conflict, good employees look for ways to build consensus and to get the job done. They fulfill their role on the team completely and fully, never expecting others to do those tasks assigned to them or to take on their responsibilities.

In summary, most recruiters agree that you can't go wrong with the following suggestions for impressing the interviewer. Think about the ways you can show your enthusiasm for the job—perhaps by talking about the company's products and how much you like or respect the company. Check your attitude—are you positive, upbeat, and smiling? Provide evidence that you are a team player—talk about your position on the basketball team, or how you work with your neighbors on your neighborhood watch—any experience that shows your ability to work effectively with a wide variety of people. Finally, at the end of the interview, ask for the job! There is no better way to demonstrate your attitude, enthusiasm, and team commitment than to say, "I would love to join your company and become a member of your team."