

HOW DO YOU FOLLOW UP IF YOU'RE NOT HIRED

If you are frustrated by a lack of feedback or advice after you were interviewed but not hired, this webinar will provide answers.

WHY EMPLOYERS OFTEN DON'T PROVIDE FEEDBACK

Interviewing Process Is Not Completed

Employers often don't provide feedback because they are still interviewing additional candidates. Hiring decisions have a great impact on their ability to reach certain goals and objectives, so the decisions are not rushed. In many cases, candidates surface late in the process which can delay decisions. This is one of the reasons that it is important for you to ask their target date to hire, so you understand their timeframe.

Priorities Have Changed

There are occasions when filling a position was a top priority until another priority pushed the hire to the back burner. The position is obviously still your top priority but not necessarily the current top priority of the hiring authority.

Difficult To Reject Or Disappoint Someone

We have surveyed hundreds of hiring authorities to obtain answers to this question. The main reasons employers don't provide feedback is they find it very difficult to disappoint someone. Rather than make the difficult rejection call, they decide the lack of communication will show the job seeker they are not being considered.

Avoid Confrontation

Another reason is they do not want to experience confrontation. Many job seekers get extremely defensive when they are told they are not being hired and demand to know why.

Chemistry Not There

Often there is no concrete reason why a job seeker is not hired. It could be that the hiring authority just didn't click with the candidate. A lack of chemistry is difficult to describe to a job seeker so reasons are not given.

WHO SHOULD RECEIVE YOUR FOLLOW UP CONTACT

You should follow up with every person involved in the hiring process. This includes the receptionist who greeted you, as well as every person who was involved in the interviewing process.

The questions you asked during your interview have hopefully revealed the priorities of each person you met. Your follow up contact should stress how you can address what was most important to each of the individuals involved in your interviews.

State something in your follow up that will remind this person of you by the topics you discuss. You want and need to stand out from your competition. Personalize your follow up contacts, never sending the same follow up to multiple people.

WHEN AND HOW YOU SHOULD FOLLOW UP

It is important for you to determine the best time to follow up before you leave each interview in the process. Determine the timeframe for hiring and then ask when it would be best for you to follow up.

Follow Up Calls

Obviously a telephone conversation is the most effective follow up. If you call and leave a voicemail asking for an update or status report, you will not receive a return phone call. If you offer more information that will benefit the hiring authority, you have a much better chance of hearing back.

Thank You Notes

Handwritten personal notes are best, unless your handwriting is illegible. It is important to proof your notes for accuracy and to mail them vs. email. If possible, hand deliver your follow up notes to the receptionist the day following each interview.

If you are interviewing in a creative or casual environment, you can stand out by sending your thank you notes in a clever package. If you draw attention to yourself by unique packaging, make sure it is appropriate for your job target.

Example: If you interviewed at a bank, you might deliver your thank you note in a zippered bank bag.

WHY YOUR FOLLOW UP PROCESS, CAN BENEFIT YOUR JOB SEARCH

Your follow up process should display gratitude, your high level of confidence and your desire to work for their company. Inquire about other divisions that may be hiring. Request to be considered for future openings with this company.

There are also instances where the person hired, does not start. These include:

1. Counter offer by their current employer
2. Accepting another job offer they were extended
3. Inability to pass the background or credit check
4. Information surfaces after the fact that disqualifies the candidate hired

If you have followed up more positive and diligently than others, the offer could then be extended to you.

Continue to contact the hiring authority every ninety days to keep your name and credentials in front of them. You want to have a strong follow up process, but you don't want to become a "stalker." Hiring authorities often react very positively to individuals who show a high level of interest in working for them.

Follow the advice in this session and your follow up will definitely stand out from your competition!