



“You weren’t Rejected.....you were Divinely Redirected!”

Have you been “rejected” after an interview?

We all know how devastated you can feel if you go for an interview for a job you really want.

You took time to prepare and research the company and the job itself, you maybe bought a new outfit, you did a trial run in finding the company offices so you wouldn’t be late and you really did everything you could to make that great impression at the interview.

Lots of time and energy invested!

You also got good vibes from the interviewers and even got the impression that the job was yours!

You are feeling hopeful and positive!

Sometimes you even go through a 2 or even 3 stage interview process, with tests and presentations to complete.....

.....but you then got a brief message “sorry, other candidates had experience that fitted the job spec more closely on this occasion”. Or sometimes you don’t get any response at all and are just left to assume that you are unsuccessful (you wouldn’t want to work for a company who treats their employees like this anyway would you?).

But how does this make you feel?

Gutted, disappointed, upset, betrayed, angry, useless, dismayed, desperate?

Unfortunately, not getting a job offer happens more than we all like or expect.

You feel like all your work in trying to get that job was a complete waste of time and effort, and this can be soul destroying.

Most people will question “What did I do wrong? Why didn’t they offer me the job?”

There are lots of things at play during the hiring process for any job, and every company has its own way of interviewing. Company politics and personalities can all affect the decisions made for any recruitment activity.

If it isn’t forthcoming, always ask for **specific feedback** after an interview, as to why you were unsuccessful. This may help you learn for future interviews. It may not be pleasant to hear feedback but take it as constructive criticism that will help you move on and improve. Some companies may not want to give specific feedback as they fear litigation and being sued if feedback is not constructive, and they just don’t need the hassle.

And maybe you don’t want to hear the negative comments that might come your way, but to progress and grow your interview skills, it is a necessary evil. Be honest with yourself – did you “wing” the interview? Did

you really do all the research you could have done? Did you not have a good answer for why you want to leave/have left your previous job (remember not to “slag off” previous employers as this just makes you look bad not them).

Think of the things you did well and congratulate yourself!

For example:

- Preparation and research – hopefully you looked at the company website, LinkedIn profiles of the interviewers, looked on Glassdoor to get a feel for the employee side of things etc etc
- Practised suitable interview answers based on the job spec
- Arrived for interview suitably dressed and on-time

The interview was NOT a waste of time and effort; it’s just part of the journey of finding that GREAT NEW ROLE you deserve!

The infographic on the next page shows all the factors at play during an interview and because interviews are all to do with humans and personalities, decisions are often subjective and not based on fact. Unfortunately, if you are an interviewee, you don’t see all the issues at play (maybe there’s pressure to take on an internal candidate, maybe they have made suppositions about you (you are overqualified for the job, maybe your personality just doesn’t fit with the company culture – so you wouldn’t want to work there anyway, maybe there IS a candidate who can offer additional skills that they weren’t expecting etc etc etc).

All you can do is be yourself, be positive, do your research and practice answers to the most common interview questions you might face, dress well, smile and be friendly!

And Keep Going!!!

Just remember:

“You weren’t Rejected.....you were Divinely Redirected!”

What You Wish You'd Known Before Your JOB INTERVIEW

Common nonverbal mistakes made at a job interview

From a survey of 2000 bosses

21% —
Playing with hair or touching face

47% —
Having little or no knowledge of the company is the most common mistake job seekers make during interviews

Failure to make eye contact **67%**

Lack of smile **38%**

Bad posture **33%**

Crossing arms over their chest **21%**

Using too many hand gestures **9%**

Handshake that is too weak **26%**

Fidgeting too much **33%**

In a survey of 2000 bosses **33%** claimed that they know within the first 90 seconds of an interview whether they will hire someone



The average length of an interview is approximately 40 minutes

Statistics show that when meeting new people the impact is:

7% From what we actually say

38% The quality of our voice grammar and overall confidence

55% The way we dress, act and walk through the door

Clothes

Bright colors are a turnoff

70% Employers claiming they don't want applicants to be fashionable or trendy.

65% Of bosses said clothes could be the deciding factor between two similar candidates.

Top Ten Most common mistakes made at a job interview

10 Over-Explaining Why You Lost Your Last Job

Conveying That You're Not Over It **9**

8 Lacking Humor, Warmth, or Personality

Not Showing Enough Interest or Enthusiasm **7**

6 Inadequate Research About a Potential Employer

Concentrating Too Much on What You Want **5**

4 Trying to Be All Things to All People

"Winging" the Interview **3**

2 Failing to Set Yourself Apart From Other Candidates

Failing to Ask For the Job **1**

Most common tips about interviewing

4 Learn about the organization

Have a specific job in mind **3**

2 Review your qualifications for the job

Be ready to briefly describe your experience **1**

5 questions most likely to be asked

Tell me about your experience at _____ **5**

4 Why do you want to work for us?

What do you know about our company? **3**

2 Why did you leave your last job?

Tell me about yourself **1**