

Comments by Interviewers on Candidates Not Selected

These responses were collected from an interviewing team about 100 candidates.

1. Posture poor – tired looking.
2. Slumped – looked bored.
3. Sat forward at an angle – looked uncomfortable.
4. Rocking motion was distracting.
5. Gestured with hands.
6. Played with pencil.
7. Tapped foot constantly and other nervous habits or distractions.
8. Appearance rumpled or unkempt.
9. Inappropriate attire for the area.
10. Flashing jewelry or too much jewelry.
11. Too stiff hairdo.
12. Nail polish or other makeup too loud.
13. Voice control not good.
14. Talked too rapidly.
15. Sounded like he/she was lecturing us.
16. Use of Jargon.
17. Didn't keep eye contact.
18. Didn't involve all interviewers.
19. Took notes in interview.
20. Responses not specific enough.
21. Talked around the question.
22. Wandered in expressing thoughts.
23. Didn't listen to the question.
24. Had a cocky attitude.
25. Tried too hard to sell us.
26. Do not appear forceful or persuasive in responses.
27. Appeared to be aggressive.
28. Tried to take over interview by distributing materials.
29. Appeared to answer questions in direction which would please us – would he/she take a strong stand on what was best for the company?
30. Gave textbook type answers.
31. Appeared flip in some responses.
32. Didn't appear to know much about the company.
33. Asked questions he/she should have known answer to from company brochure.
34. Reason for being interested in the position does not show real interest in us.

Comments by Interviewers about those Selected

These responses were collected from an interviewing team about 100 candidates.

1. Appeared to be at ease in the interview – put us at ease.
2. Appeared confident and secure.
3. Had a good sense of humor.
4. Was personable.
5. Maintained good eye contact.
6. Gave evidence of having researched the company.
7. Seemed interested in us.
8. Listened well.
9. Was concise and up to the point in responses.
10. Was up to date on technology trends.
11. Gave us alternatives – not just one solution.
12. Raised good questions.
13. Presented image of professional person interested in our company and our customers.
14. Seemed very knowledgeable.