Interview tips #2

In an ongoing effort to provide real world insight into the job search process, I asked a large group of professional managers to finish the following statement:

“The candidate had the job, right up until the point that…”

Here are the responses:

* Great question. We recently interviewed for an Assistant Director of Student life and we had a candidate who had a great presentation. However they described veterans as being over 60 and older with families. She was sitting right in front of one of our veteran students who is in his twenties. She did her research and found out that we have veterans but really didn't do anything in depth. Do your research before you bring things up in an interview--especially if it's relevant to the job
* …I found an unnecessary lie/exaggeration on the resume.
* …they made an unreasonable counteroffer was made to my job offer (very common)
* …he/she talked non-stop, was rambling, and making it hard for the interviewer to get their next question asked.
* …I asked, 'Why do you want to work with this team at Google?'  The candidate responded 'I want to work at Google because of the perks, like the free food.'  I said 'well, I appreciate the honesty, but why our team specifically?'  The candidate responded 'I don't really care which team, I just want to work at Google.'   That may have been true, but it meant that the candidate had no real passion for what my specific team was doing, and would probably not do a good job.
* …she answered her cell phone in the interview. (Yes it really happened.)
* ...he belligerently refused to answer a general “how to“ question.
* …she slammed her last boss or employer.
* …he asked “Is that your bike in the office? I didn’t know old people like you rode bikes.” (Not that it matters but interviewer was only 52)
* …S/he couldn’t answer simple, job-related questions with more than generic blahblahblah.
* …they referred to women as girls.
* …when it was clear they didn’t research the position or organization.
* …they answered a question by pointing out that you should already know: “I listed that on my resume/application.”
* …they tried to buy time by nervously saying. “That’s a great question!