

FIFTEEN KNOCKOUT FACTORS

(Reasons why candidates receive reject replies)

1. Lack of proper career planning – purposes and goals ill defined—needs direction.
2. Lack of knowledge of field of specialization—not well qualified—lacks depth.
3. Inability to express thoughts clearly and concisely—rambles.
4. Insufficient evidence of achievement or capacity to excite action in others.
5. Not prepared for the interview—no research on company—no presentation.
6. No real interest in the organization or the industry—merely shopping around.
7. Narrow location interest—unwilling to relocate later—inflexible.
8. Little interest and enthusiasm—indifferent—bland personality.
9. Overbearing—overaggressive—conceited—cocky—aloof—assuming.
10. Interest only in best dollar offer—too money conscious.
11. Asks no or poor questions about the job—little depth and meaning to questions.
12. Unwilling to start at the bottom—expects too much too soon—unrealistic.
13. Makes excuses—evasiveness—hedges on unfavorable factors in record.
14. No confidence and poise—fails to look interviewer in the eye—immature.
15. Poor personal appearance—sloppy dress—lacks sophistication.