



HANDLING REJECTION

HOW TO TURN A JOB REJECTION TO YOUR ADVANTAGE!

There will be times when you will be left with a job rejection and not known why. Many job adverts are left vague to encourage as many candidates as possible to apply. To ensure that you have the best chance of success contact the employer or agency and ask for their key criteria so that you can ensure that the data that you submit answers them.

The average hiring person takes only 10 seconds to decide if they would like to progress your application or reject you!

Take the point of view in your application that the first person looking at your resume most likely is not a technical person – usually they are a HR person handed a job description from a line manager or employer – of which they have very little understanding. This means that you need to spell out very clearly how you meet the selection criteria – by using the EXACT keywords in the essential and advantageous required skills listed in the advert.

The most common rejections of people at this round are:

- Bad grammar and spelling in their resume
- Gaps in their resume
- Not answering the selection criteria clearly
- They do not live locally and have given no indication of when they would arrive
- Their “Ideal job description” listed in their resume is not the job they are targeting
- Wrong visa status
- Over or under-qualified for the role
- The client has filled the role or cancelled it

Sometimes employers will contact you by phone and in doing so, may get your answering message and judge your communication skills on that call – or if you take the call - your first 5 seconds. Many employers don't even leave a message or say whom they are if they are unhappy with your communication skills. So ensure that your answering message is professional. Play it safe and answer your phone professionally during your job hunting phase - and don't have unprofessional email addresses!



Being rejected after the interview



Unfortunately, a well-structured interview is not all that usual. This leads to a lot of useful data not being found out in an interview. Your own stress at the time can lead to answering a question incorrectly by not thinking the question through – and decisions are made on these impressions.

“Not a good cultural match” is a common answer to the interview not getting a “good feel” with the candidate. This does not mean that your no good for the role – it means that they feel that you will not fit in with their team. This may be a very good thing to find out then and there! To help here research heavily beforehand and know clearly what the role you are interviewing for involves and the company’s background. Interview coaching can also help.

Some hiring managers, instead of being honest, hide behind the rejection line “sorry not enough experience compared to others”. Ask if they can be specific on the skills lacking and if their response is still vague, ask them how they think you would fit in with their team. This puts them on the spot – if they choke now you know the real answer! Sending a follow up email promptly after the interview outlining proof of the experience you have in any areas that you felt you fell down in the interview may help. This can add to considerations before a final decision is made.

Some employers may state this rejection “he/she did not seem interested in working for us”. This may not actually be the case! It may be interview nerves! The best way to counteract this result is to show that you are keen by coming to the interview armed with questions about the employer and the role. You are interviewing the employer as much as they are interviewing you! This sends a clear message to the employer that you are serious about the role.

Sometimes employers are rude and illogical in an interview – so if not successful with these types don’t take it personally – take it as a relief that you don’t have to work with them!

Reference checking

Reference checking is standard in recruitment. It is usually done after the first interview – although in some cases if the employer has contacts in your previous employer’s site you may find an informal reference check occurs. This informal reference check may not come from your supplied list of referees.

Choose recent referees that have the ability to back up your employment history and have said they would be happy to be a referee for you and are CONTACTABLE!

Note: Personal friends as referees – although nice to have – are rarely valued by employers.