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Interviewees from Hell

Interviews can be a nightmare – for the interviewers, that is!

If you believe it's the interviewees who always have it tough, think again.

Put yourself in the shoes of an interviewer. Imagine having to sit for hours listening to candidates who are merciless about boring you to tears.

Doesn't sound like much fun, does it?

So if you are going for an interview soon, do try to bear in mind the following to avoid being the interviewee from hell.

1. **Listen to the question and answer to the point**

Not so outstanding candidates tend to “sell” themselves by volunteering information prematurely.

The worst cases are those who talk so much they forget the question altogether.

A common question asked at interviews is, “what are your short term and long term goals?”

Instead of answering the question, some candidates talk about their background, their experiences, everything under the sun, and totally ignore the question.

Sometimes, there could be two parts to a question. Some people are so eager to talk that they jump to answer even before the question has been asked in full.

And then there are others who do listen to the question, but answer only partially.

This is why it is such a joy when an interviewer finally comes across a really outstanding candidate – one who is sharp, focused and articulate.

2. **Asking smart questions**

Some people are afraid to ask questions for fear that they will be eliminated for asking the wrong questions.

The more confident ones, however, will ask smart questions, showing that they appreciate the real issues of the job and can manage their own expectations.

It’s worth noting that some employers base their opinions of people primarily on the questions asked.

The rationale is simple. These questions reveal the thoughts and issues that are important to you. It is then easy to determine if you have the right aptitude and attitude for the job.

When you have absolutely no questions to ask, you could be sending out the message that you’re neither interested nor thinking enough.

3. **Common misconceptions**

A common misconception is that an interview is a time to sell oneself by talking incessantly.

Generally, interviewers have an agenda and limited time. It is therefore important to be focused, listen and answer to the point! Do this and you impress!

Treat the interview as you would a business meeting. Agree an agenda up-front. This way, you know when you will have the opportunity to talk and share the information that you feel is important.

Another misconception is that the longer the interview, the better the chances of getting the job.

This is why people sometimes try to prolong the interview. They feel good that the interviewer has spent so much time with them, and that they stand a better chance of getting the job.

This is of course not the case. Some of the best and most talented people are so bright, sharp, energetic and quick that within 45 minutes the agenda is covered in full, with clear next steps agreed.

This is in line with the traits of high achievers who have extremely high productivity levels.

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