

**The Career Doctors**  
**Common Interview Mistakes**

1. **Failure to adequately prepare**
  - Not familiar with company or key issues affecting it
  - May not know key executives within organization
2. **Poor personal packaging**
  - Poor or ill fitting suit
  - Inappropriate clothing selections
  - Generally bad taste (fishnet stockings, purple porpoise neck tie)
3. **Inability to illustrate “fit” with job description/spec**
  - Candidate babbles and say lots but does not address job duties with relevant personal experience
4. **Candidate asks stupid questions.**
  - Demonstrates lack of knowledge/appreciation for culture of hiring company
  - “ I understand this search has been going on for quite some time now? “
  - “ Do you folks really know what you want in this new person/position? “
5. **Candidate does not listen/address questions asked.**
  - Asking question but obviously not listening to recruiter or hiring manager explanations
6. **Failure to “connect” on some level with interviewer**
  - Bad chemistry – candidate makes no *personal* connection with interviewer
  - Candidate answers all questions but interviewer has zero recall of anything distinctive in candidate immediately upon their leaving interview
7. **Resume is inaccurate.**
  - Candidate can not recall key experience facts/dates on their own resume
  - Some candidates actually ask interviewer for a copy of their own resumes so they can refresh their own memories on the spot
8. **Candidate overdoes it**
  - Over prepares – perceived by interviewer as “too anxious” or desperate
  - Brings inappropriate props to interview session
9. **Candidate divulges too much information**
  - Provides reference letter with inappropriate language (racist remarks in letter)
  - Starts confessing weaknesses
10. **Exhibiting generally bad attitude/persona**
  - Arrogance, overconfident, cocky or generally not interested in job
11. **Failure to “ask for the order”**
  - Does not show genuine interest – does not indicate true desire for job being offered

