

How-To Recover After a Mistake in a Job Interview



You've done everything you can do to prepare for that important job interview. You've researched the company thoroughly. You've looked at the interviewer's LinkedIn profile. You enlisted the help of a close friend or colleague to practice. You've chosen examples of previous successes to highlight why you're the right candidate for the job.

Now, you're in the middle of the interview and you've answered a question poorly. Maybe you noticed yourself acting anxiously. It happens to everyone at some point. They make a mistake. It happens. You're only human.

When most people make a mistake during an interview, they panic and dig themselves deeper. The truth is, seasoned interviewers know that people make mistakes. The key is in how you recover. Below are the best ways to help you recover after a blunder.

Acknowledge and Own Up

The worst thing you can do is act like nothing happened. You know you goofed up and so does the interviewer. Instead of trying to sweep it under the rug, stop and acknowledge your mistake. Your best bet is to apologize and openly discuss what went wrong. This shows the interviewer that you have the capacity to admit when you're wrong and learn from it, and that you respect others.

Be Yourself

It's easy to think of interviews as a performance. You have to say the right thing, act the right way and be the person the interviewer expects you to be. In reality, the best strategy is to be your authentic self. If a mistake happens, own up to it with a little honest humor. It can be as simple as saying, "I guess I must be a little more nervous than I thought, I would like to correct what I just said" and then go on to give you answer you intended. Doing so demonstrates your ability to be mindful of your actions and demonstrates high emotional intelligence.

Turn that Frown Upside Down

It's only natural to be discouraged after you make a gaffe. In your mind, you might think you've blown any chance you had. Your stomach is probably in knots. You can't let the despair you're feeling show, though. Instead, you have to keep smiling. If you're able to do this after acknowledging a mistake, it shows the interviewer that you can handle adversity.

That's one of the most admirable traits hiring managers look for in a candidate. Even if you're the most qualified person for the position, it's important to demonstrate your ability to handle unseen problems when they arise. Think of it this way; making a mistake might actually work in your favor if you're able to handle it with dignity and class.

Ask to Go Back

Interview questions are tough. You're bound to answer some better than others. If, at some point during the interview, you feel as though you haven't provided the answer you want, ask the interviewer to go back. Take time to collect yourself and give the thoughtful answer you meant to in the first place. A good interviewer will appreciate your attention to detail and how important it is to you to communicate effectively.

References are Your Asset

Your references are worth their weight in gold. They want to see you succeed. If

you feel like you've shown less than your best in a job interview, let your references know. Make sure they're armed and ready to highlight your strengths and accomplishments when they receive that post-interview phone call.

Follow Up Diligently

When you walk out of an interview, there's still work to be done. Even if you don't think you've nailed it, make sure you send a genuine follow-up note. This is your last opportunity to express your excitement about the position and reiterate the most notable points of the conversation. And if you're working with a recruiter, follow up with them as quickly as possible as well and they too can help you relay your enthusiasm, and help you correct any errors you may have made during the interview. Do this effectively and you're sure to leave a lasting impression.

Learn and Move On

If you interview for enough jobs, you're going to have some experiences that are better than others. After those interviews that aren't as memorable, it's easy to beat yourself up. Unfortunately, that doesn't do any good. Instead, chalk mistakes up to learning experiences. Acknowledge what went well, what didn't, and put in the work to perform better next time.

Interviewing for a new job is stressful. No matter how well-prepared you are, mistakes are going to happen. That doesn't mean that all hope is lost, however. In fact, they can even be to your benefit in some cases. What matters is how you handle your mistakes. If you show some humility and employ the strategies above, mistakes will become something you can move past with grace and ease.

Again, working with a good recruiter can help you prepare for the interview, and can also help in the follow up to restate your interest and also clarify any answers you feel didn't come across as you intended.

Odd But Effective Interview Questions



Most candidates are prepared for the cliché questions.

What are your strengths and weaknesses?

What do you enjoy most about your job?

If you stick to predictable interview questions, it can be hard to find the right person for the job. Asking strange, and what might seem irrelevant questions, can show interviewers how candidates react to pressure, especially when there is no “right” answer.

Using effective interview questions can help you weed out the fakes and find candidates with not just the skill set but personality that you need to get the job done. As a specialized [Quality and Regulatory Recruiter](#), I have developed critical thinking questions that are appropriate for most businesses. Please use the comment box below to let me know other critical thinking questions that work well for your interviews.

Tell me about a risk that you took outside of work?

This question is especially useful if you are looking for someone with an entrepreneurial mindset. For example, a manager or team leader.

Investor, Steven Cohen, made money on risks and people. He asked candidates

about risks they took during interviews. Doing so, helped Steven decipher if candidates could take a risk in a controlled way.

What didn't make it on your resume?

Some of our best life accomplishments are not on our resumes. Candidates might answer in a variety of ways, include educational, personal, or volunteer accomplishments. This helps you understand what is important to your candidate outside of work.

How would your colleagues describe you?

Great team members are self-aware. The skill improves communication and creates a higher sense of empathy. Asking how colleagues describe themselves is a great way to determine self-perception. Compare their thoughts to references.

Name as many uses for a brick in one minute.

Almost every job requires you to think on your feet. If you use the cliché interview questions, it will be impossible to capture spontaneous, creative thinking. Naming the uses for a brick is similar to the “sell me a pen” technique.

Tell me a joke

We all know at least one joke, right? Even if it's a knock, knock joke. This question is not to see how funny candidates are - unless you are hiring a comedian! Jokes help us determine if the candidate will fit into company culture. If the candidate tells a racist or sexist joke, politely smile and move onto the next candidate. Asking to tell a joke also shows how a candidate acts under pressure and problem solves.

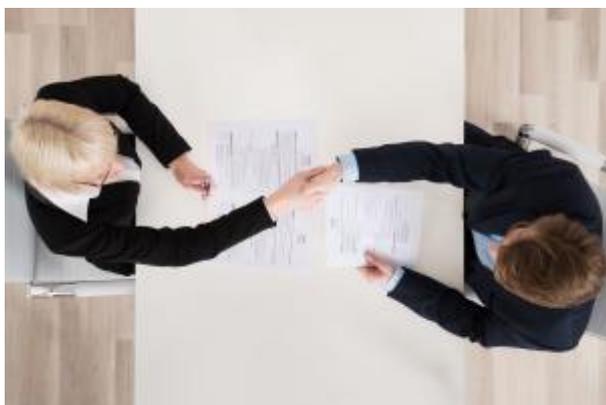
What type of animal are you?

If you are uncomfortable with having them tell a joke, or if they just can't come up

with one, another option would be to ask them what type of animal most closely resembles their personality and why. You can get some pretty good insights as to their personality and if they might fit in with your group if they describe a very passive animal, a very aggressive animal, or a more “middle of the road” animal.

Finding the right employee requires interviewers to not ask traditional questions. Most candidates will be rehearsed for the typical interview questions. Instead, be creative and ask questions that show their personality. If you need help through the hiring process, contact me, Jeff King at jeff@rqfocus.com or (541) 639-350. I serve job seekers and employers in the [biotech, pharmaceutical, and medical device industries](#).

How To Discover a Candidates "True" Personality



In the past two articles we took a look at interview questions that can help go beyond the standard interview questions. This time we take a look at breaking through a candidate’s best behavior during the interview and “honeymoon” period of employment.

From early childhood we are taught to always act on our best behavior when meeting new people. As we get older we are taught to put our best foot forward whenever we are networking or interviewing. **How people act in an interview can be very artificial.**

The best-case scenario is that the interview is a well-rehearsed production with a candidate who has dressed in their best suit ready to give a prepared “pitch” on their attributes and abilities. This production generally continues through the “honeymoon” period of the first six to twelve months that the candidate is in the position.

The shiny veneer usually fades at the 18-month mark, just when the candidate is fully trained and integrated into the team. How can this be avoided? Luckily the resume and interview can shed all the insight needed.

A candidate’s true colors can be seen in a candidate’s job history. If the candidate who has been in the workforce for 5 years or more has had five different jobs or more, there could be an issue. While this is not a tried and true means of weeding out potential issues in the future, it is definitely a talking point for the interview.

By asking the candidate about the chronic job changes, much more insight can be gained. What attracted them to the position and/or company? Why did they leave? Do they regret leaving? How did their manager rate their performance? What aspects of the job did they like and dislike?

Digging deep into the candidate’s past will not only take them away from the well-rehearsed stock interview questions, but will also cause them to hopefully be candid about their job history. It could be revealed that they are a victim of layoffs, hence the frequent job changes. Perhaps they continually apply for and accept jobs that they are overqualified for, but feel that they can make the best of.

The most competent person may not possess good judgment. This is especially important in industries where confidentiality is important. Whether it is client/ patient information, trade secrets, or other sensitive information it is important to know that your staff is abiding by company policy and/ or the law.

Gauging a candidate’s values can be achieved through interviewing. **Real life scenarios that take place in the specific workplace can expose how that candidate may react when placed in that situation.** Do they follow a manager’s instructions about honesty with a customer when it comes to a product delivery date? If a manager leaves sensitive documents accidentally out in plain sight would they read them?

Once the interview process is complete- ideally with the candidate meeting with the hiring manager and another leader in the organization - it is time to check references. Candidates should be asked to provide contact information for direct managers of previous employers. These are the individuals who can shed the most insight on the candidate's past performance. Speaking to the direct supervisor 's direct report can give even greater insight and unbiased information on the candidate. The BEST question to ask a prior manager is "What is the best way to manage and/ or motivate (name)?" While previous managers may hedge on not recommending they will often answer that question candidly.

Employee attitude, not skill is usually the largest factor in failure in the first 18 months of a position. Seeing through a candidate's best behavior during the interview process will help determine the long-term success of your new hire.

If you're losing exceptional candidates to your competition or finding that your pool of qualified candidates is drying up, then I invite you to a complimentary consultation on how to attract great talent AND keep from losing them during your interview process. Simply reply to this email to schedule a call. I promise that you will leave our call with 2-3 ideas to greatly impact your ability to find, attract, and procure the top 10-15% of the candidate pool on a consistent basis.

How-To Overcome Interview Fears



Does your heart pound when you walk into a job interview? Do your palms start sweating? If you suffer from interview related anxiety you are not alone!

According to a 2013 survey from Harris Interactive and Everest College, 92% of

U.S. adults get anxiety when interviewing for jobs.

Your anxiety could be hurting your chances of landing the job. Employers are looking for confident candidates that will be able to communicate with clients and colleagues. An impressive resume rarely overcomes a poor first impression.

As a recruiter, I see many well-qualified candidates lose the job due to a poor interview. Learn how to get your nerves under control with these interview preparation tips:

Know that the Interviewers Want You to Succeed

Interviews are timely and expensive for employers. Hiring managers want to find a well-equipped employee quickly.

Instead of assuming that hiring managers are trying to find something wrong with you, focus on showcasing your accomplishments and goals. They want to know that you are a good fit for the company.

Recognize Why You Want the Job

Most of us feel more passionate about a task when we have purpose. You need to feel the same passion to create a successful job interview. If you are searching for a new job, you probably are unhappy with your current position, need an increase in pay, or change in lifestyle. Keep the reason in mind.

There are two questions that you should be prepared to answer:

1. Why are you interested in the company?
2. Why are you interested in the job?

Research the company to answer those questions well.

Prepare Your Attire the Night Before

You want to scramble as little as possible the morning of your interview. Lay out your outfit the night before to cut time and stress. This also ensures your clothes are professional, stain-free and pressed.

Meditate Before Your Interview

A resume and job experience gets you in front of an interview team. Once you land the interview, you need to be calm and collected. Meditation is used to develop concentration, increase clarity, and decrease stress. For the best results, meditate for weeks approaching the interview and the morning the interview takes place.

Meditation for Job Interviews

To meditate and relax, simply take deep breathes in and out at a rate of 2-3 seconds in, and 2-3 seconds out. As you exhale, repeat any or all of the following thoughts in your mind. Do this for even a couple of minutes and you will feel your stress and anxiety decrease.

I am prepared and confident

The right job will find me

I am humble but confident in front of others

I belong where I am appreciated

Research the Company and Interview Team

Perform thorough research so you have few surprises during the interview. Research the LinkedIn profile of the people you will interview with. This will help you get more familiar with their backgrounds and may help you find some common ground to talk about in the interview to help reduce the stress.

Know the products and services that the company provides. Do a quick Google search of the company's background, news, and recent events. The more you know, the better. Surprises can spark anxiety, but knowledge can spark confidence

How-To Receive a Raise at Work



At some point, you are going to want a raise a work. Maybe you have been contacted by recruiters for jobs that pay more, but you would like to stay if your current employer would give you a raise. It is important to know the appropriate procedures to asking for a raise. This could determine whether you receive the compensation you deserve.

The following tips can help you maximize your raise when it is time to ask:

Show Your Value

The most essential part of receiving a pay raise is showing your added value to the company. Prepare a list of goals that you have accomplished before entering the meeting. Your employer wants to know why they should give you a raise. Demonstrate your value through performance evidence.

Examples of Added Value

- Cost Saving Report
- Staff Development
- Important Projects Achieved
- Productivity Improvement
- Customer Service Reviews

Read Your Employee Handbook

The employee handbook outlines when pay raises are granted. If your handbook states that pay raises are granted annually then you should not expect a meeting until the appropriate date. Some pay raises can vary based on performance. In that case, prepare a value report.

Talk About the Future

Your employer will probably ask you about your plan for the future within the company. Have a plan of other projects and improvements that you would like to achieve. And if you've been contacted by recruiters about other jobs that pay more, tell your employer about the calls and ask them if you might be able to get a salary adjustment. But again, make sure you can show how you've added value.

Be Prepared to Hear “No”

There is always the chance that you will hear “no” in response to a salary increase. A “no” does not mean that you will not receive the raise at some point. Usually your employer will respond with improvement that they would like to see before providing the raise. Listen to their constructive criticism so you can receive the raise in the future. And if you have been getting calls from recruiters for other higher paying opportunities, getting a “No” on your request for a raise may indicate you may want to talk with these recruiters to see what your options are.

Timing is Everything

Use common sense when you are asking for a raise. If you know the company is struggling financially, it is not time to ask for a raise. Instead, you should start searching for a job in a higher paying company.

You should also schedule the meeting at your employer's convenience. Send them an email requesting a meeting and be patient. You are more likely to receive the raise if your employer does not feel rushed.

Dress the Part

Your first impression will set the tone for the meeting. There is a saying from career coaches that you should dress for the role you seek. In this case, if you want to be considered for a raise or promotion you should try to start dressing appropriately for that next level.

Take how you dress seriously, but since you are approaching your current employer you probably don't need to dress as you would for a formal interview. But make sure you look professional and be confident.

Don't Compare Your Salary to Colleagues

It can be disappointing to find out that someone in the same job position has a higher salary. However, a number of items factor into their pay scale.

Has your colleague been with the company longer than you?

Did your colleague have more job experience upon entering the position?

Does your colleague have more education than you?

Do not tell your employer that you are being treated unfairly. Focus on why you deserve the raise to be taken seriously. In fact, letting your employer know you know how much your colleagues are making can create more problems for you than it can solve. Best to stay away from bringing this up.

Asking for a raise can be awkward. Go into the meeting prepared and confident for your best opportunity of receiving a raise. As a Specialty Quality and Regulatory Recruiter, I help job candidates negotiate and maximize their pay rate upon entering the position. A well planned conversation with your employer about your salary can help you determine if you have a future with the company, or if it's time to consider a change.

How-To Not Land the Job



You have revamped your resume, applied for hundreds of positions, and you still do not have a job. What gives?

The problem could be your interview skills. There are a variety of nonverbal and verbal cues that can immediately turn off potential employers. As a recruiter, I have seen highly experienced candidates ruin their chance of getting a job with inappropriate social cues. It's important to know what these traits are because they can be very easy to avoid.

Answering Phone Calls or Texts

Most of us are hooked onto our smartphones. We rarely leave the house without them. While this is appropriate during our personal time, it is not acceptable to text or answer a call during an interview. The employer could feel as though the interview is not a priority. Therefore, the job is not important to you. Turn your cell phone on silent before entering the interview.

Timeliness

We are all late occasionally. However, do not be late for an interview! If you are late for an interview then chances are that you could be seen as being late to meetings or on projects.

Tardiness can be recoverable. Call as soon as you realize that you are going to be late. Take an extra minute to compose yourself and apologize when you get to the interview.

Confidence

The feeling of sitting across from a hiring manager can make your heart race. Nevertheless, to get the job, we need to collect ourselves and act confidently. If you panic during an interview then you will probably never land the position.

Confidence is an essential quality that many candidates fail to exude. Even if you do not feel cool, calm, and collected, there are a few ways to make you appear that way.

- Take Deep Breathes
- Sit Still
- Make Eye Contact
- Slow Your Speech and don't ramble
- Think Positively
- Don't speak negatively of current or former employers/bosses

Interview Attire

Leave the jeans behind when you are dressing for an interview. The first impression you make will be by your attire. Dress in a way that is professionally appropriate.

Attire for Interview

- For men: A suit- matching jacket and pants, dress shirt, tie and formal shoes (shined)
- For women: A pant suit or mid-length skirt, or dress and formal shoes
- Avoid loud colors and strong perfumes or colognes
- Clothes should be clean and wrinkle-free
- Hair should be neat, clean, and conservative

This is the proper attire for the first interview. Your second interview should still be professional but may be more relaxed depending on the company and position.

Cursing

Cursing is a risky move during an interview. Some people do not mind the occasional curse word but for others, cursing is a deal breaker. Be safe and do not curse during your interview.

As you prepare for interviews, keep in mind that you are showcasing how you will act with co-workers in the office. Present yourself professionally for the best chance to get the job.

What to Look for In a Potential Employee



Hiring the right employee requires more than reviewing resumes. You must understand the candidate's attitude, expectations, and work habits. Hiring the wrong candidate can result in thousands of dollars wasted training and pausing the growth of your company.

Before you hire, understand the most valuable characteristics of a long-term employee. The extra time spent hiring will be an investment for your company's future productivity and growth.

Someone that Loves Their Career

You may provide a great salary and superior benefits but company perks are rarely enough to make an employee change their outlook on their career. Find an

employee that loves what they do. Passionate employees are often harder workers who think creatively. You can teach technical skills, you can't teach passion.

Someone that Is Compatible with Company Culture

Fitting into company culture is an essential trait that cannot be trained. However, the importance of company culture can often be undervalued. A compatible employee can be easier to approach with new ideas and are generally easier to manage overall.

How-To Determine if Your Candidate is Compatible

- Check if potential candidate gets along with current co-workers and boss.
- Introduce candidate to current employees.
- Ask the candidate about their values in the workplace.

Someone with Analytical Skills

Every company experiences mishaps where employees are forced to think outside of formal training. For example, difficult clients, software malfunctions, and miscommunication between co-workers. When challenges arise, your employee must have analytical skills. They will better be able to solve important problems by making logical steps.

Top Five Analytical Skill

- Communication
- Creativity
- Critical Thinking
- Data Analysis
- Research

Someone with Long Term Potential

Training new employees can cost your company thousands of dollars. Find an employee that is passionate about their career and company's values. A dedicated employee is an investment toward your company.

Someone with Ambition

You cannot overestimate the power of an ambitious employee. It creates competition amongst employees, often increasing company revenue and productivity. During the interview, assess whether the candidate has ideas on growing their department.

Don't waste valuable time training the wrong candidate! Spending extra time hiring will have great reward for the productivity of your company.

Six Buzzwords to Avoid in a CV



When writing your CV, you may get sidetracked by what you think the employer wants to hear. This can lead to buzzwords that weakens your resume rather than making it stand out - or at least stand out in a good way!

Keep the following buzzwords out of your CV to avoid getting shortlisted by the hiring manager:

Hard Working

Stating that you are hardworking is not enough to prove your work ethic to potential employers. Instead of using the buzzword, mention times when you went the extra mile for your company. This could be an additional project that led to a promotion. Prove that you are a hard worker. Don't just state it.

Creative

Would a creative person list that they are creative or show that they are creative on their resume? Most likely, a creative person would find a unique way to depict their creativity.

Creative Opportunities for Resume

- Color Blocking
- Font Choice (but not too wild or hard to read)
- White Space
- Infographics
- Prioritize Information

Strong Communication Skills

Every employer wants an employee with strong communication skills. However, a more professional method to depicting your strong communication skills is to use well-structured sentences, and perfect spelling and grammar. Also, organize your CV so it is easy to read.

Works Well in a Team

A great team player is important for almost every job position. Demonstrate your ability to work well on a team with job descriptions. Include your interaction with co-workers and clients.

For example:

- Format information for internal and external communication - memos, emails, presentations, reports
- Be the point of contact between the executives and company employees/clients and manage information flow
- Screen and direct phone calls and distribute correspondence

Results-Driven

Everything is motivated by needing a result. Therefore, even if we only get out of bed during the day, we are all results-driven. Employers do not want to hear that you are results-driven but HOW you are results-driven.

- Did you create a new program at your previous job leading to an increase in efficiency?
- How did you generate revenue?
- Did you streamline a process?
- What projects did you deliver?

Show your employer tangible facts and figures of how you create results. Don't just talk about what you did, talk about what was achieved.

Thought Leader

A thought leader is the informed, go-to expert in their field of expertise. Examples of thought-leaders are Steve Jobs, Elon Musk, and Bill Gates. If you are thought leader than you are probably not writing a resume anymore.

A more modest approach would be to explain your expertise in the field, including awards and achievements or any special recognition from your employer or associations.

A great resume can determine whether you receive an interview. The trick is knowing what to include and exclude. Deterring from these cliché buzzwords can help your chances of standing out and getting the job.

Interview Questions to Avoid Asking Infographic



Some interview questions should be avoided to prevent a lawsuit. Know those questions before you meet your first candidate.

How to Avoid Asking Illegal or Inappropriate Interview Questions

Some interview questions are obviously discriminatory and avoided by all employers. Other questions are more subtle. Learn what questions to recognize and avoid.

This infographic is based on the Society for Human Resources Management (SHRM) guidelines.

Birthplace, Ethnicity, or Religion



Avoid questions regarding a candidate's birthplace, religious, or ethnicity.

DO ASK:

1. Are you eligible to work in the United States or would you need an employer to sponsor a work visa?
2. What languages are you fluent in?
3. Can you work the days required on the schedule?

DONT ASK:

1. What country are you from? Where were you born?
2. What is your native language?
3. What religion do you practice?

Marital Status, Children, or Sexual Preference



Marital status, children, or sexual preference should not be a concern when hiring.

DO ASK:

1. Are you available to work overtime on occasion?
2. What are your long term career goals?
3. Are any of your references or qualifications under a different name?

DONT ASK:

1. Do you have or plan to have children?
2. Is this your maiden name?
3. If you go on maternity leave, do you plan on returning to work?

Gender or Age



Ask questions regarding whether the candidate can handle the role but avoid gender or age questions.

DO ASK:

1. What can you bring to this role?
2. Are you over the age of 18?
3. Do you have a degree or other qualification related to this role?

DONT ASK:

1. We have always had a man/woman perform this role. Do you think you could do it?
2. How much longer do you plan to work before you retire?
3. When did you graduate?

Location and Lifestyle Choices



What an employee does outside of work should have no bearing on whether they are suitable for the job.

DO ASK:

1. Are you able to be at this job by 9 AM?
2. Are you a member of any professional group that is relevant to this role?
3. Do you have any upcoming commitments that will make you miss work?

DONT ASK:

1. Where do you live?
2. Are you a member of any club or organization?

What Hiring Managers Look For in a Great Potential Employee



Hiring managers are looking for more than skills and experience to give you the job. The job market is tough and you must make yourself stand out. Whether you are looking for a career change or an upgrade to your job, you can improve the likelihood that you will get the position with these seven traits.

Natural Leader

All employers want to see that you have the ability to lead. This proves that you have potential to move up the career ladder. Hiring and training natural leaders can be a long-term investment. Prove that your leadership skills can be developed to make yourself stand out in the company interview.

The following are questions and answers that depict leadership. Determine if this interviewee is you and find a creative way to answering the questions.

Leadership Interview Questions

How would you attract someone to listen to you and to follow you?

Having charisma, being a role model, and connecting with others.

Describe a situation when you successfully led someone toward the success of a big goal.

Answer Tip: You should always choose a positive situation. Talk about a moment when person you led achieved the goal they wanted. On the top of that, you should be able to demonstrate your leadership qualities and an added value on the examples.

When have you had a problem with motivation?

Sample Answer: “ I have never had problems with personal motivation. Of course, there are difficult situations in job, especially if one is a leader and carries all the responsibility on their shoulders. But I somehow understand in my head that setbacks are essential steps on the way to final success. This is my personal philosophy.”

Creative

Successful companies rely on innovation to get ahead. If you think outside of the box then it is more likely that you can get the job and increase your position in the company. Recruiters are always looking for a potential employee that can bring something new to the table.

When you are speaking with a potential employer, provide examples of when you have used innovation for company development.

Passionate

Passion almost always trumps high qualifications. Employers are looking for passionate employees who will work the hardest. Even if you do not have the right qualification, make sure that you show your passion in your interview, resume, and cover letter.

How Introverts Can Show Passion During a Job Interview

Use your superior listening skills to find instances where you can talk about your interests in relation to the job. Better yet, you can come up with ways to steer the

conversation toward your interests, such as by asking your interviewer questions. You may also want to state your excitement and interest in the position at the end of each interview. Don't be afraid to show them the passion you have for this opportunity. It may be the thing that puts you first in their mind when deciding who to hire.

Fast Decision Making

Employers look for fast decision makers who create efficiency in the company. According to Forrester, for every hour a product team takes on heads-down work, they spend another 48 minutes waiting for decision makers. That equates to 3.5 hours of "wait time" in an average eight-hour day. If a company cuts wait times in half, it can gain more than \$370,000 annually in productive time across a 25-person team.

Faster decision makers can save the company money. Show that you make smart, efficient decisions to get hired.

Commitment

The success of an organization is often determined by the commitment of their employees. A dedicated, persistent and committed employee will improve the performance of a company. Show that you are dedicated to the company's purpose during your interview.

Key Characteristics of a Committed Employee

- Good Communication
 - Well Organized
 - Enthusiastic
 - Positive

The Will to Win

A great employee consistently improves their work performance. This determination means that they exceed the expectations every day for the

company. Employees with the will to win make a lasting impression.

Prepare yourself to make a lasting impression as a committed and responsible employee if you are applying for jobs. Your first impression could determine whether you get the job of your dreams.