

5 REASONS

You Aren't Getting Hired

by Tim Sackett



I've been in the talent acquisition and HR game going on 20 years. I've interviewed and hired thousands of people in my career. I've watched entry level hires turn into great leaders and executives. I've watched employees I've fired for poor performance become hugely successful after leaving our organization. I've seen my best talent leave me, to only get fired from their next position, and come crawling back asking for a job.

This hiring thing is a crazy business.

In all of that, I can usually tell pretty quickly if someone is going to get hired or not. For all the science and data we now have, there are still some pretty simple, straightforward things that candidates screw up, so they don't get the offer they were hoping for.

Here's my list of reasons you aren't getting hired:

- 1. You lack a personality.** For some positions this is important, for many it's not; but that doesn't matter, because hiring managers like to hire personality. It's reality. If you have a great personality, you'll get hired more times than not, even when you have less skill.
- 2. You're not pleasant to look at.** People hate this one, but pretty people get more offers than ugly people. It's a fact. Hate science. Hate your parents. I'm just telling you the truth. When you interview, do all that you can to make yourself the best-looking version of you that you can.
- 3. You have strong beliefs.** This can be a huge positive or huge negative, but it usually ends up being the reason you don't get hired. People are scared of people who have strong convictions. Great, you

hate the President and his policies; this just makes me think you're some political freak, even if I also don't like where the country is going. Tone it down, stay moderate, keep it vanilla on any topic that has a strong right and left belief (politics, religion, gay marriage, Coke vs. Pepsi, Auburn vs. Alabama, etc.).

- 4. You don't have a good story.** Most hiring managers hire the story, not the person. Let's face it, a one-hour interview isn't really enough to fall in love with a person, but it's plenty of time to fall in love with a great story. Find and tell your story. We all have one. Make yours positive and uplifting, even when it is kind of crappy. "I pulled myself out of the muck and made the best of it!"
- 5. You don't get common social cues.** If I'm telling you something that is funny, I expect you'll at least give me a half-hearted chuckle. If you don't get I'm saying something funny, that's odd. If I'm being serious and you find it amusing, that's creepy. From my experience there is very little you can do about this. You might find a close friend or family member who can tell you this is your problem. That would be a gift, because at least then you might be able to control it and be self-aware.

You didn't see anything on there about your skills and abilities did you? That's because if you get an interview, those are really a non-issue. You and every other candidate basically have enough skills to do the job you're interviewing for. All the interview is for is to see if you will be a 'fit' for the organization. If you don't get hired, the organization is basically saying in their best 8th grade friend kind of way they don't feel you're BFF material!