



Recruiter Rejection: Top 10 Reasons

WHAT KILLS YOUR CHANCES IN THE HIRING PROCESS?

Ever wonder what really turns
recruiters off?

Why aren't recruiters calling
you back?

Are you doing things that block you from
a fulfilling and rewarding career?



**Ready Today.
Hired Tomorrow.**

Some Good News!

This list reveals what recruiters find most off-putting about candidates—ranked from the most serious to least serious - nothing that can't be fixed with preparation.

Understanding these progressive dealbreakers gives you a clear edge.

Avoid all ten, and you'll maximize your appeal in any job screening process.

The Top 10 Things That Make Recruiters Pass on Candidates

1 NEGATIVITY/TALKING NEGATIVELY ABOUT ANYTHING:

Making negative comments about previous employers, coworkers, industry, or oneself makes you seem like a complainer. Criticizing your industry, boss, company, coworkers, or even yourself is the biggest red flag.

2 POOR LISTENING SKILLS:

Interrupting, not waiting for questions to finish, or appearing disengaged or not paying attention, talking over others or cutting people off mid-sentence are all behaviors that are disrespectful if not annoying to anyone let alone recruiters.

3 AGGRESSIVELY PUSHING SOLUTIONS:

Being overly forceful about your own ideas or past successes or telling recruiters what they "should do" without listening and based on your personal experience feels like you are shoving solutions down their throat. Being overly assertive about past successes, giving unsolicited advice, and bragging comes across as arrogant in addition to showing poor judgment.

4 LACK OF OR NO CURIOSITY:

Having no questions when asked, or saying "you pretty much answered everything" about the company is not only a lost opportunity, but is a huge red flag. It shows disinterest at best and can come across as aloof or unintelligent. You should have lots of questions if you're genuinely interested.



5 TAKING CALLS IN NOISY DISTRACTING SETTINGS:

Answering calls in cars, public places (malls, Starbucks), or places with bad reception/bad connections (while driving with a car phone) makes recruiters question how important the opportunity is to you and shows a lack of professionalism.

6 RAMBLING:

Speaking at length without conciseness or focus such as talking for two, three, four minutes or more without stopping making the interviewer wonder when you'll finish is a real turnoff. Talking at length without getting to the point does not showcase your IQ or EQ. Failing to keep responses concise and relevant must be avoided and corrected during interview practice.

7 NOT BRINGING A RESUME TO THE INTERVIEW:

Failing to bring printed copies for everyone you are meeting with at formal interviews, even though they should already have it, signals that you are treating a formal interview too casually.

8 TALKING ABOUT MONEY AND BENEFITS TOO EARLY:

Wait until the recruiter raises the topic. Bringing up salary and benefits too early in the process and before you are even asked is presumptuous, even pompous, when they haven't even invited you to the "party" yet.

9 COMING ACROSS TOO EAGER:

Excessively calling or checking in, seeming overly eager, or chasing the recruiter appears like you are acting desperate rather than confident. *Remember:* The prize never chases — You Are The Prize!

10 LACK OF COMPANY KNOWLEDGE:

Giving vague answers when asked why you want to work there or what you know about the organization makes recruiters question your interest and commitment. Knowing little about the company or why you want the job when there's plenty of information available online is a big misstep. You must research the organization and be able to answer "Why do you want to work here?" or "What do you know about us?" superbly.





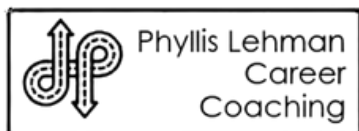
DON'T WANT TO DO THIS ALONE? You Don't Have To!

I can help you avoid each and every one of these missteps

A coach keeps you accountable and helps you make sure you haven't missed anything

Job seekers who work with a career coach are 2.67 times more likely to land a job than those who search alone, according to the Harvard Business Review

Feel like you have more of a story to tell? Book a day and time for us to have a longer conversation - Schedule an Appointment



Phyllis Lehman

Contact me with any questions and I'll be happy to help!

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