

## How Interview Candidates Get Picked by Rose Jonas, Ph.D.

How did you wind up in the interviewee chair today? Why you, and not the 40,000 others who applied on Monster? Here are a few reasons:

1. *You knew the president's cousin or your dad went to grade school with the division director.* You were networked in. Nice. But you should know that, unless the hiring manager has marching orders to bring you into the company, the network advantage stops at the front door. You're on your own. If you're being hand-carried through a just-pretend interviewing process, understand that people in the company resent hires like you. Come in with your 'Daddy got me here' button flashing on your lapel, and you'll have a hard time getting most things done. Hide the button; you'll get acceptance faster.

2. *An agency presented you as one of three candidates with the requisite qualifications.* This is everyone's dream, the reality for few, to be so ushered in to opportunity. It generally happens for the hard-to-find or high-level job. You'll have already gone through a pre-selection process with the recruiter that may have included phone and in-person interviews, testing, too.

3. *You answered an ad carefully written from job specifications crafted by a search committee.* It has designed a selection process with several interviews, each to explore a different facet of your fascinating background. Be grateful for an interview like this, one that will truly get to know you and your capabilities.

4. *You were the top resume on the desk of a harried manager.* In 20 minutes she is going to be pulled into a previously unscheduled meeting. She hates doing this because she doesn't feel comfortable as interviewer. Her idea of a snappy interview is to ask, "Tell me about yourself," and then sit back.

5. *A Monster.com ad produced 2,000 resumes.* A key word search reduced the number to 100. The company wants to hire 10 percent of you. You take an online assessment test, and 20 of you are sitting in the waiting room. You'll all be interviewed together.

You get to the interviewee chair in a myriad of ways. Now, how do you make the most of your time there?