



Job Interview Anxiety

American author Arthur Somers Roche said *“Anxiety is a thin stream of fear trickling through the mind. If encouraged, it cuts a channel into which all other thoughts are drained”*.

Interviewing anxiety is mostly attributed to the interviewee, but in today’s business world, interviewer anxiety is rapidly increasing. The reason - a tight, competitive labor market and a war for the best talent.

One of the questions I often ask business leaders after they have conducted an interview or have been interviewed is “how did it go?”. They almost always respond that it could have gone better. Even those with an innate ability to conduct interviews, or to be interviewed, can benefit from guidance, practice and increased confidence.

92% of adults in the U.S. fear something about job interviews according to a national *Job Interview Anxiety Survey* conducted several years ago by Harris Interactive on behalf of Everest College. This telephone survey of 1,002 employed adults found the participants were stressed by at least one thing in the job interview process.

Nine out of ten employed adults said that the job interview is a dreaded, stressful ordeal. Nervousness, being overqualified and tough interview questions cause the most anxiety for job seekers. They tend to perceive an interview as a high-pressure, make-or-break event so it's only natural that anxiety can play a major factor.



17% of the surveyed adults stated a concern for being too nervous, being overqualified for the job (15%), being stumped by the employer's questions (15%), being late for the interview (14%), being under qualified (11%) and being unprepared (10%).

The survey found that women and men have key differences in their primary fears of interviewing. Women are most afraid of being too nervous (19%) or not being able to answer a specific question (19%). Men are most concerned about being overqualified for the position they are being interviewed for (18%).

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April Briefing

Our next free 90-minute Think Track briefing is Thursday, April 18th, from 8:45am to 10:15am.

Bennett Taylor will preview Think Track’s Hiring the Right People Reference Guide, a comprehensive resource for small to mid-size businesses. Time for Q&A will follow the preview.



The briefing will be held at Think Track’s office located directly across the Central Expressway from SMU at 6060 N. Central Expy., Suite 500.

Email Think Track to register for this free event or call 214.693.1716.

THINK TRACK

Training & Coaching for small and mid-size companies & business leaders to improve their ability to turn goals into reality. Focus is on Hiring, Interviewing, Outplacement, and Performance Management.

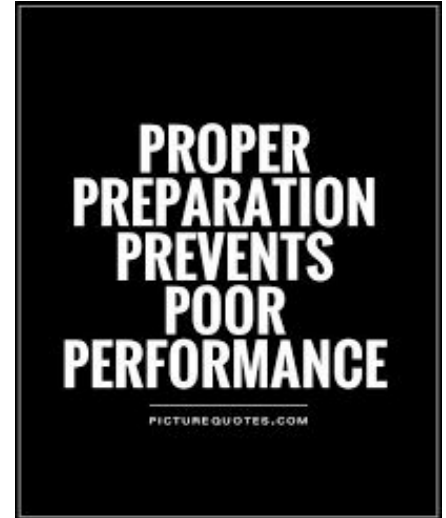
Job Interview Fears

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The greatest fears of the person being interviewed is fear of the unknown, fear of looking like you don't know what you're talking about and the fear of rejection. The interviewer, as mentioned previously, is most concerned about being able to properly engage the candidate and sell the job.

Preparation is the best way to overcome the fears associated with a job interview. Practice! Practice! Practice! The candidate needs to conduct research, learn how to best respond to a variety of interview questions and practice using audio/video-taped sessions. An interviewer must be able to engage with a candidate and use consistent questions and selling points.

A cordial environment and mutual respect will set the stage for helping the process be more authentic. A skill that is often overlooked by the interviewer is making the candidate feel at ease prior to and during the interview and following up in a timely manner.



Interviewing – 2nd Most Flawed Tool in HR?



Dr. John Sullivan, an internationally known HR thought-leader from the Silicon Valley specializing in strategic talent management solutions says interviews are the second most used and flawed tool in HR, right after performance appraisals. Fast Company magazine called Dr. Sullivan the “Michael Jordan of Hiring”.

After studying and researching interviews for over 40 years, Dr. Sullivan finds it laughable when people think they can become interview experts simply by conducting a few of them. He believes that if you encounter these problems and you understand their causes, you can take steps to avoid or minimize them.

Dr. Sullivan compiled a list of what he considers to be the 30 most common interview problems with the following five directly attributed to the interviewer:

1. The sex, age and experience of the interviewer dramatically impacts the interviewer's view of any candidate.
2. Bias and prejudice. Some interviewers have biases or make stereotypes that eliminate individuals for nonbusiness reasons.
3. **Interviewers are not trained.** Almost everyone assumes that interviews are easy and don't require training. Managers only receive cursory training and therefore they don't know the pitfalls that can lead to bad interviewing and hiring results.
4. The interviewer has arbitrary knockout factors. Many interviewers seem to arbitrarily make up subjective “knockout factors”, which prematurely and often unfairly screen out qualified candidates. Many of these knockout factors are based on personal prejudices.
5. Interviewer fatigue. After many interviews in a row, interviewers get tired and their judgment weakens.