

Ask the experienced rather than the learned
- Arabian Proverb

Approaching the Process

Hiring for a role is a serious and time consuming effort for both the candidate and employer. There are always risks in change, both for the employer and the employee. The last thing anyone would want is a failed hire 3 months into the job.

This is where the interview process provides an invaluable forum for an open, 2 way interaction to ascertain suitability in terms of skills, experience, expectations, chemistry and corporate fit.

Approach the process in a considerate and professional manner.

Remember, even if you or they decide not to tie the knot, the process would have expanded your network and allowed you the opportunity to present yourself professionally. A business deal or another offer could well materialise in the future. At the very least, your professional reputation is worth maintaining.

Evaluate & Re-evaluate.

Bear in mind, the typical interview process comprises of at least 2 – 4 rounds of discussions, and most companies will share additional confidential information only at the later stages, when they have shortlisted the candidates with the higher potential to meet their expectations.

Hence, it is important to use each discussion as a forum to gain further information, evaluate and reconfirm your fit and interest to the company and role.

Manage the Interview.

Most candidates, even senior managers, are not professional interviewees. Most Hiring Managers are not professional interviewers (they actually have full-time day jobs!). As such, managing the interview process is an important responsibility for any candidate.