

How to make sure you are not a 'bully' interviewer!

Undercutting candidates, testing them unscrupulously and abusing power are traits that will have jobseekers running a mile. However, as with every industry, there are often bad apples in the company recruitment process tarnishing reputations and relationships.

Candidates are advised to consider a job interview as a reflection of the company– If the interview is toxic, what does that tell you about the company culture?

This is why it is so important for an interviewer's behaviour to match the culture they are inevitably selling. Companies should be respectful of the candidates' time, be mindful not to play games with them and treat them professionally. This means things like not using a mobile phone, doodling or looking at your PC whilst the candidate is speaking.

It is common knowledge that there is a skills shortage and that makes it even more important for hiring managers to be cognisant of the impact, both positive and negative, they make on candidates who are considering them as a prospective employer; if they feel disrespected, uncomfortable or undervalued, they most likely won't want to pursue opportunities there. The mindset is, 'If they're treating me like this now, imagine what it would be like if I worked there – no thanks!' It's important to remember too that negative experience can spread like wildfire and, before you know it, the word is out that you are not a good company to work for.

It is critical to the hiring process that everyone involved keeps this in mind because one negative experience with an interviewer can negatively damage the candidate's image of the entire company as a whole.

Instances of rude interviewers and hiring managers can certainly damage the reputation of a company and when good candidates and skills are in short supply, that is not good for the business. Finally, it's a good idea to focus on making candidates' experiences positive simply because it's the right thing to do and if you want the best people, that's how you should treat them – with respect.

REF: Recruitment Grapevine, Fri Oct 7th, 2016