

Why Students Don't Get Jobs

Job entry requirements are almost invariably stated in terms of educational and technical skill criteria, yet when 153 companies were asked to list the reasons they rejected applicants, education and technical competence were ranked only ninth and twenty-ninth respectively. The many reasons for rejection provide convincing evidence of the attentiveness of the employer to personal characteristics.

Below are a few examples:

Appearance/First Impression:

- ❖ Poor personal appearance
- ❖ Fails to look interviewer in the eye
- ❖ Inability to express themselves clearly
 - Poor voice/diction/grammar

Behavior:

- ❖ Overall Attitude Problems
 - Overbearing
 - Overaggressive
 - Conceited “superiority complex”
 - “Know-it-all”
 - High pressure type
 - Cynical
- ❖ Unwilling to start at the bottom/Expects too much too soon
- ❖ Lack of confidence and poise
 - Nervousness
 - Ill-at-ease
- ❖ Ill Mannered
 - Lack of tact, maturity, courtesy
- ❖ Makes excuses
 - Evasiveness
 - Hedges on unfavorable factors in record
- ❖ Intolerant
 - Condemnation of past employers or dislike for school work
- ❖ Lack of vitality
- ❖ Little sense of humor/lazy/low moral standards
- ❖ Indecision
 - Indefinite response to questions.
- ❖ Overemphasis on money – interested only in best dollar offer

Preparation/Before the Interview:

- ❖ Lack of planning for career
 - No purpose and goals
 - Asks no questions about the job
- ❖ Lack of interest and enthusiasm
 - Passive, indifferent and/or shows no company or industry awareness.
- ❖ Failure to participate in activities
 - Narrow interests
- ❖ Poor scholastic record
 - Just got by