

## Take Control... Of Your Job Interview

Job interview season is quickly approaching! If you've been to your campus career center lately, you'll probably have noticed upcoming job fairs and on-campus interviews. Throughout the next several months, you will no doubt encounter some job search adversity while speaking with employers. One of the major stumbling blocks students have is handling employer objections. From "You don't have experience" to "Your grades are too low," objections tend to defeat students and send their job search in a different direction. However, you can defeat employer objections by using the five step process below and reinforce why you are the ideal candidate. **By John Swartz**

### Step 1: Empathy

Don't take it personally. Just because an employer thinks you don't have experience or your grades are too low doesn't mean they are on a personal attack. Employers are simply looking for the best fit in their organization. Communicate empathy by saying something like "You're right – I understand why you want someone who is experienced or has good grades. It's important to have an employee who will learn quickly on the job."

### Step 2: Dissect

Objections tend to be very broad statements while employers may be concerned about something very specific. It's important for you to politely ask questions to uncover the real issue. "Are you looking for previous work experience in a particular field?" or "Is there a specific area of my studies that concerns you?" or simply "Why is that?"

### Step 3: Position

Positioning is the process where you tap into your mental hard drive of past experiences and figure out how you're going to respond. To do this effectively, you'll need to "know thy yourself." Work with your campus career counselor ahead of time to help discover all of your skills and strengths. You may just have more experience than you think when you consider extracurricular activities and volunteer work. As for grades, perhaps there is an improvement story or success in a particular class that will override an employer's initial concern.

### Step 4: Respond

Once you've scanned your mental hard drive and figured out how to respond, it's time to do it. Once again, it will be important to have a non-defensive tone. Being positive will also demonstrate confidence. It's not always what you say, but how you say it.

### Step 5: Silence

Once you've responded in a courteous and thoughtful way, it's time to sit back and be quiet. Babbling on or conversing back and forth too long with an employer may hurt your likeability. You don't necessarily want to be right, you want to be hired. Plus, you'll have more opportunities to tackle an employer's concern. A follow-up letter after the interview is a perfect opportunity.

Remember, objections from employers aren't to be taken personally. Using these five steps, you'll be able to stay in charge and politely re-emphasize why YOU are the ideal candidate.

Make it happen!

---

Excerpt from *JobQuest – Take Control Of The Job Search And Win The Attention Of Employers* - written by **John Swartz**. Additional information available at [www.LifeAfterGraduation.com](http://www.LifeAfterGraduation.com).

