

INTERVIEW MISTAKES TO AVOID

In order to best prepare yourself for that all important interview, make sure you avoid the following mistakes that could prevent you from winning that position.

1. **Dressing inappropriately**

Know the culture of the company. Don't dress in business casual if many of the current employees wear more conservative clothing - you want to look like you already fit the bill.

2. **Appearances that are loud, bright, excessive, or extreme**

Guys, avoid wearing hats in an interview and be either clean shaven or neatly trimmed. Gals, resist the temptation to wear perfume, bright colors, or loud nail polish. Cover up those tattoos. You want the interviewer to focus on your skills and accomplishments, not your appearance.

3. **Being late to the interview**

This is a mistake that pretty much speaks for itself. It leaves a bad taste in any prospective employer's mouth. If you can't be on time for the interview, how dependable could you be as an employee? Arrive at least ten minutes before the interview begins. If you are traveling a distance, then plan on arriving 30 minutes early to the area and give yourself time to freshen up and sharpen your appearance.

4. **Not asking questions**

Don't sit like a bump on a log during your interview. Show interest in the company by asking the employer what the biggest challenges are. Ask interrogative questions that start with who, what, where, when. You should ask questions in particular to the nature of the job you are interviewing for, and the questions should tie into the key strengths and performance factors that the company is looking for. The questions you ask are indicative of your interest in the position. If you don't ask questions, the interviewer will assume you won't accept the job offer if it is extended.

5. **Asking about salary and benefits**

The appropriate time to discuss issues of compensation is when a firm offer is on the table. Don't bring this topic up prematurely. Take the time to learn about the company and the open position. In the end, money isn't everything. Career satisfaction comes in many forms (opportunity for growth, a collaborative team environment, etc.). Most individuals are seeking positions due to issues other than financial matters. So during the interview, concentrate on what really matters - the responsibilities of the job at hand. Your Ag 1 Source consultant can conduct the appropriate questions to the company once you have impressed the company enough that they want to discuss what it would take to get you hired.

6. **Lack of good examples**

Your Ag 1 Source consultant will have supplied the company with a complete referral package that includes your resume. Within your resume, you have noted certain accomplishments during past or current employment. Examples of your work or documents that support your statements can help to substantially impress the company. Don't assume that the employer can automatically place a value on your accomplishments. This is your job to establish and expand on the value delivered for the work that you performed. Bringing documentation will demonstrate that you have foresight and consideration.

7. **Being unprepared for the questions**

Avoid going blank during the interview by preparing your answers in advance to some of the most common interview questions. You will appear poised and confident to the employer. Practice an interview with your Ag 1 Source consultant or a friend. Just thinking through some of the possible questions can help you be more prepared during your interview.

8. **Dishonesty**

Never, ever lie to an employer to get the position. You undermine your own strengths and abilities and the trust of the interviewer. If you can't get the position based on current and potential skills and accomplishments, then you probably aren't ready for that particular position.

Make a Great Impression

Now that you are aware of the most common interview mistakes, you can take proactive steps to ensure that your interview is the best that it can be. Review the above list before each interview and formulate your plan to make an outstanding impression.

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