

## Job Interview Tips

In a job interview, there are plenty of ways to prove to a hiring manager that you're a great fit for the role -- highlighting your career wins and achievements, sharing your insights about the industry, aligning yourself with the company's values and so on. And there are also plenty of ways to prove that this isn't the job for you.

A [new survey](#) from CareerBuilder finds that nearly half (49 percent) of employers know within the first five minutes of an interview whether a candidate is a good or bad fit for the position, and 87 percent know within the first 15 minutes.

In that amount of time, most job seekers and hiring managers have barely gotten through introductions and the prompt, "Tell me about yourself." So what factors are influencing their decision? In a national survey, more than 2,000 hiring managers and human resources professionals across industries and company sizes shared what mistakes job seekers make in the interview process and the errors that turn them off to a candidate, as well as the most memorable mistakes they've seen.

Consider this your list of what *not* to do in the interview.

### Mistakes everybody makes

If you didn't get called back after the interview, you may know why you weren't their top pick. However, most of us are left dazed and confused after the experience, not really sure what happened in there.

Unfortunately, hiring managers are more deft during the process and are judging your every move. What are they seeing? According to employers, the top most detrimental blunders candidates make in interviews are often the most common:

- Appearing disinterested -- 55 percent
- Dressing inappropriately -- 53 percent
- Appearing arrogant -- 53 percent
- Talking negatively about current or previous employers -- 50 percent
- Answering a cell phone or texting during the interview -- 49 percent
- Appearing uninformed about the company or role -- 39 percent
- Not providing specific examples -- 33 percent
- Not asking good questions -- 32 percent
- Providing too much personal information -- 20 percent
- Asking the hiring manager personal questions -- 17 percent

Your body language is also being evaluated by hiring managers. Here are the top mistakes employers reported:

- Failure to make eye contact -- 70 percent
- Failure to smile -- 44 percent
- Bad posture -- 35 percent
- Fidgeting too much in one's seat -- 35 percent

- Playing with something on the table -- 29 percent
- Handshake that is too weak -- 27 percent
- Crossing one's arms over one's chest -- 24 percent
- Playing with one's hair or touching one's face -- 24 percent
- Using too many hand gestures -- 10 percent
- Handshake that is too strong -- 5 percent

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