

What Red Flags You Should Look for in Interviews

Gauging the potential of a candidate at interview has always been a fiddly proposition. It's not something that we always get right! Being a recruiter, selecting your perfect candidate to match the specification of the position is crucial. However, it's way more than just finding a perfect candidate. You also have to support them in putting their best foot forward in front of their manager, too.

As per a [recent study](#), recruiters reject around 39% of their previously hired people. It's a pretty substantial statistic... About half of the people that you previously hired wouldn't make it if they apply again.

How can you reduce this number? Well, there are a plenty of interview and CV red flags to look out for while hiring in order to spot bad hires. No, it cannot be declared as a fool proof system, but then it can save you against major recruiting blunders.

The worst red flags on a candidate's CV

Here are top four CV red flags that you need to be aware of while helping an applicant secure a position:

1- It's not customised to the role

A CV should never be a mere document showcasing the career and educational history of a candidate, but it should rather prove their suitability for the job they want to pursue. Encourage your candidates to familiarise their CV as per the job description, such as, the keywords, strengths and abilities required in the job.

They must look to save room in their CV by mentioning précised job descriptions for older positions and removing irrelevant qualifications. By doing this, they can portray in-depth to relevant experience, highlighting their previous job's value and core strengths acquired.

To stay exceptional, candidate's CV need be unique and comprehensive, featuring the qualities that make them a perfect fit for the specific role. The decision-making can be easier for employers if the candidates customise their CV as per the role they're applying for.

2- It focuses on responsibilities rather than accomplishments

Motivate the candidates to highlight the impression they had in their former workplace in their CV, emphasising on key achievements. Whereas job descriptions should list a candidate's core responsibilities carried out in the role, encourage them to incorporate industry-specific accomplishments to prove their worth.

Candidates can add facts and figures in the examples that can strengthen their achievements, providing more context to the employers.

For instance, if a candidate says that they attained 5 new clients in their first month, rather than just mentioning strong lead generation skills, it will stand out to the employers.

Merely documenting the duties of each position will make a CV boring. It will not accentuate the reasons of hiring a candidate. It doesn't end at the job descriptions, ensure that they're also adding achievements throughout the CV.

3- It's full of clichés statements

Overused phrases in a CV would do nothing but take up the valuable space. Motive the candidates to be more expressive and give precise yet exceptional content rather than just mentioning that they "always give 100%." Or they are "a strong team player."

Cliché statements like these will make the employers easily forget a CV, whereas a tailored CV will make them curious to know more about the candidate.

Inform the candidates about the importance of complete details about the experience, explaining why they'll be an ideal candidate for the job.

4- Poor formatting

CV structure is as important as the content of the CV. A clear CV with well-defined format allows the candidates to showcase the key information. Easy reading should be facilitated by the candidates by using bullet points, bold headers and distinctive sections.

An employers can simply navigate the experience and expertise of a candidate if a CV's structure is strong and easily readable. Whereas, a cluttered structure will distract their attention and they are likely to miss critical information.

The substantial elements of their experience should be incorporated at the top, tempting the employers to go further.

Eventually, a cluttered CV won't do justice to the skills and experience of the candidate, so it's crucial to adopt a structure featuring their relevancy.

Red flags to look for in an interview

Here are some red flags to look out for in an interview

1- Bragging about other offers

Ever interviewed a candidate who boasted about the offers they already have? Arrogance puts everyone off and will make the employer lose interest instantly.

In case you hire them, your hiring manager and you will always worry about retention. These are the candidates that have a tendency to always lookout for greener pastures!

2- Lack of passion and drive

You are responsible to take up candidates that are excited about getting a job at your organisation. Let's agree, the element of motivation has a strong impact on growth and

productivity. While hiring for a B2C role, the candidate should be expected to know about your products and services.

Why would they spend most of their time working on it if they don't love your services and products?

3- Playing the victim card

Have you ever interviewed someone with victim mentality? You perhaps have without knowing about it.

Everything is someone else's fault for these individuals. Their former manager hated them, their former workplace had no growth chances, and they were overlooked for promotions and the list goes on...

One more way to spot this trait is by looking out for candidates that left their previous workplace because there was "nothing to learn". While in some cases where it can be a legitimate reason, it's typically a red flag.

4. Lack of ownership

This is a bit related to playing the victim.

Look out for the applicants who blame their colleagues and managers for their failures.

You should always look for 'extreme ownership'. An ideal candidate don't just take the ownership of their mistakes, they also won't let their ego take the charge of them. Instead, they would tell you their part in team blunders and how they could have overcome it.

When candidates blame others constantly, it's a red flag.

Final Word

It itself is a huge red flag if the candidate doesn't bother to customise their CV according to the role and to prepare for the interview. If they're really want this job, they will always put their best foot forward without giving any red flags during the interview or in the CV. The level of pre- employment preparations could be an indicator of how engaged they will be at work.