

NEGATIVE FACTORS EVALUATED
DURING AN EMPLOYMENT INTERVIEW

FREQUENTLY LEADING TO REJECTION OF THE APPLICANT

(As Reported by 13 Companies Surveyed by Frank S. Endicott, Director of Placement,
Northwestern University)

1. Poor personal appearance.
2. Overbearing; overaggressive; know-it-all attitude.
3. Expresses himself poorly—voice, diction, grammar.
4. Lack of planning for career—no purpose and goals.
5. Lack of interest and enthusiasm; passive, indifferent.
6. Lack of confidence and poise; nervousness; ill-at-ease.
7. Failure to participate in activities.
8. Overemphasis on money; interest only in best dollar.
9. Poor scholastic record—just got by.
10. Unwilling to start at bottom; expects too much too soon.
11. Makes excuses for unfavorable factors in record.
12. Lack of tact.
13. Lack of maturity.
14. Lack of courtesy—ill-mannered.
15. Condemnation of past employers.
16. Lack of social understanding.
17. Marked dislike for school work.
18. Lack of vitality.
19. Fails to look interviewer in the eye.
20. Limp, fishy hand-shake.
21. Indecision.
22. Loafs during vacations—lakeside pleasures.
23. Unhappy married life.

24. Friction with parents.
25. Sloppy application blank.
26. Merely shopping around.
27. Wants job only for short time.
28. Little sense of humor.
29. Lack of knowledge of field of specialization.
30. Parents make decisions for him.
31. No interest in company or in industry.
32. Emphasis on whom he knows.
33. Unwillingness to go where we send him.
34. Cynical.
35. Low moral standards.
36. Lazy.
37. Intolerant—strong prejudices.
38. Narrow interests.
39. Spends much time in movies.
40. Poor handling of personal finances.
41. No interest in community activities.
42. Inability to take criticism.
43. Lack of appreciation of the value of experience.
44. Radical ideas.
45. Late to interview without good reason.
46. Never heard of company.
47. Failure to express appreciation for interviewer's time.
48. Asks no questions about the job.
49. High pressure type.
50. Indefinite response to questions.