

## MEET CANDIDATES JIM AND SUSAN



Meet Jim. He's been applying for jobs for the past six months. Jim's had four first interviews. He felt that each went well. The interviewers were friendly and seemed to respond positively to the information he provided. When they let him know that he wasn't selected, he was surprised.

Meet Susan. She's had a little more success than Jim. Two of her recent first interviews resulted in second interviews. Susan felt she did really well at both second interviews. She noticed the interviewers nodding their heads and smiling, seeming to respond positively to her answers. Then she received calls to say that another candidate had been offered each role. In each case, she received almost no feedback to guide her in the future, except to say that the successful candidate had a little more relevant experience.