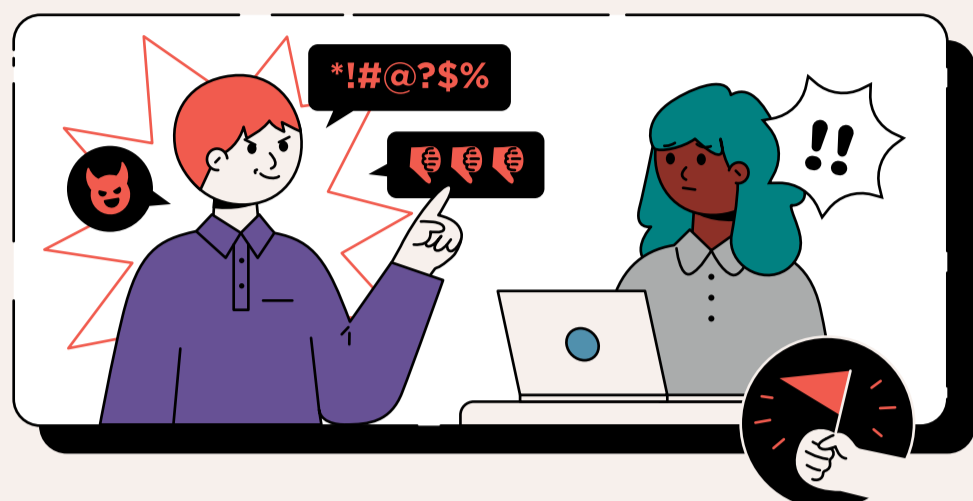


5 RED FLAGS FOR CANDIDATES WHILE INTERVIEWING

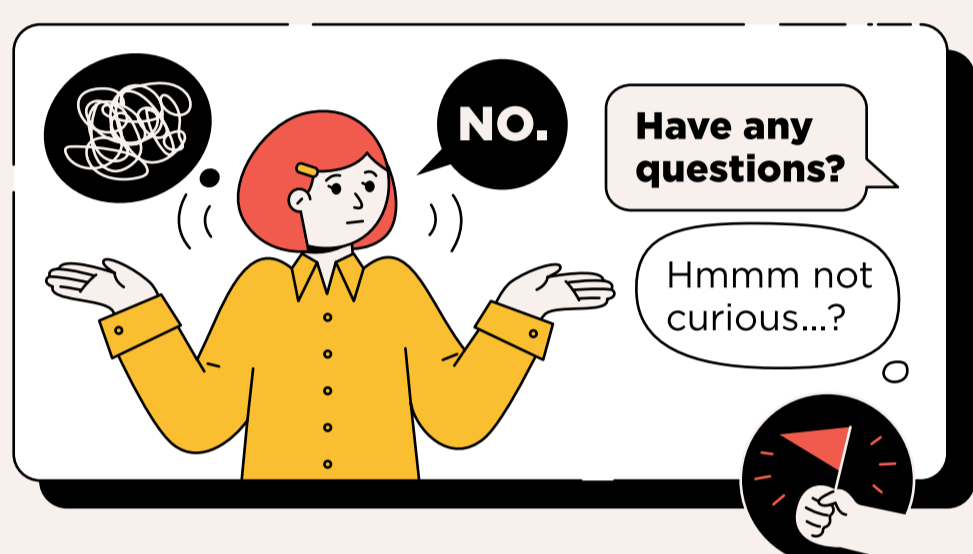
1. Rude to Your Receptionist, Waiter, or Other Support Staff



First impressions start right at the door! If a candidate is dismissive or rude to your receptionist or the server during a lunch interview, that's your first red flag.

People show their true colors when interacting with others they perceive as less important than them; watch carefully!

2. Not Asking Questions



The right candidate will have a list of questions prepared about cultural fit, expectations, and growth in the role.

This curiosity indicates serious consideration and critical thinking; if they don't want to know more in this period of uncertainty, will they pursue the best results later?

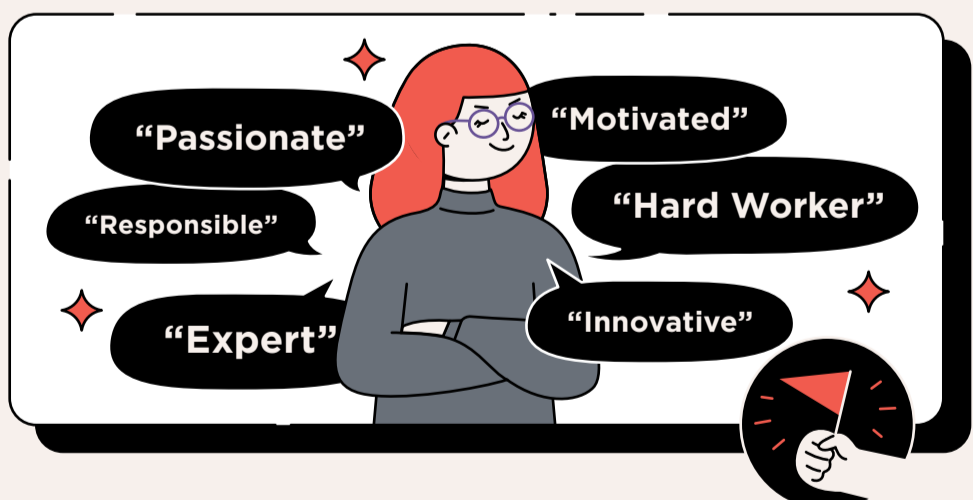
3. Not Admitting Fault or Owning Mistakes



You don't want a candidate to spend the interview being self-deprecating, but you do want honest answers.

If you say, "Tell us about a time when you made a mistake and how you corrected it" and you get an answer that doesn't admit an actual mistake, take note. **It's not a deal-breaker but it might indicate responsibility issues in the future.**

4. Buzzword Answers



Be on the lookout for a "buzzy" candidate. **If they are sprinkling in the keywords from your job listing in conversation, make sure they can back that up!**

If they are focused on telling you what you want to hear rather than the reality of their experience, that's a red flag.

5. Projected Personality for Interview



This red flag is particularly tricky because everyone does this to some degree when trying to make a good impression. However, **you need to know if someone is doing a bait and switch on you in the interview process by putting on a good show and adapting their behavior!**

Solve this with a DISC assessment as part of the interview process; you will get to know their natural and adapted behavior.