

Candidates Beware! 6 Job Interview Red Flags to Watch Out For



We've talked about how to deal with your nervousness during interviews before. We taught you how to confidently answer the toughest [job interview questions](#). Now we're here to talk about job interview warning signs—those little signs that should make you take a step back and think whether a job is worth pursuing or not.

To put this into practice, it is important for job seekers to realize that they have an active role in the hiring process. Think of job interviews as a two-way street—don't forget that you are interviewing them too. It's an important step that unfortunately a lot of candidates tend to forget while job hunting, leaving them to deal with regrets later on. This shouldn't be the case at all as signs of trouble (a horrible boss, an unstable company structure) can be detected during the interview.

Avoid career missteps and pay attention to these job interview red flags.

1. The company or recruiter withholds information from you.

It is every candidate's responsibility to do research on the company and the job he is applying for before attending an interview. Aside from studying job interview tips, we always advise job seekers to try to get as much information as possible to help them perform well on the day of the interview. It all starts once you get that much longed-for interview invite on your phone or email. Questions like, "*What kind of interview should I expect?*" or "*Would I be taking an exam on the scheduled date?*" are good to ask to help you prepare.

A responsible hirer wouldn't mind you asking these types of questions and having them choose to be evasive about it should raise some questions in your head. Likewise, finding little to no information about the company you are applying to should be a cause for concern and we advise you to think twice about coming in for an interview.

2. Your interviewer came in late.

Let's imagine you've gathered enough helpful information during your research so you committed yourself to go on an interview. You've studied the common job interview questions, prepared several copies of your resume and even wore your lucky tie to the meeting. You confidently strode in 10 minutes early to your scheduled appointment, when suddenly you were informed that your interviewer will come in much later than expected...three hours past your agreed time.

It's true that emergencies cannot be avoided and we hope in this case your interviewer has a very good excuse for coming in late, but it is also true that interviews are scheduled with plenty of lead time to avoid this exact scenario from happening. Worse is if the interviewer came in without apologies and avoids the issue altogether. Not only does tardiness show disrespect, but you also have to wonder whether this potential boss does this frequently. Would you want to work for somebody who has trouble sticking to his commitments?



3. Your interviewer is unprepared.

Again, your interviewer is probably just having a bad day but we advise you to be mindful if it appears that the interviewer is not ready for your meeting. Give him or her the benefit of the doubt and for the meantime use this little road block to your advantage. Let's say the interviewer shows signs that he/she didn't review your resume—try to take hold of the conversation and highlight the most essential [parts of your resume](#). Don't let it derail you and instead use it as an opportunity to bring your best qualities to the forefront.

After the interview, remember to take note of this incident most especially if your interviewer is your direct supervisor or manager-to be. This will be very helpful when the time comes for you to decide whether to accept the job offer or not.

4. The hirer is unable to explain the job's purpose or role in the company.

Warning bells should sound off when the person in charge of hiring is having difficulty explaining the role to you. This may occur when the job you are applying for is newly created in the company, or it may signal a disorganized potential boss. Your interviewer should give you a clear overview of what the job entails and what you need to succeed in this position. Lisa Quast [in her article for Forbes](#) says, "*The hiring manager should know what it takes to be successful within their department. This includes the knowledge, skills, background, education, and attitude necessary.*" Be wary if your interviewer can't explain these things properly.

We always encourage job seekers to ask questions during interviews, but if you find yourself asking more questions than the hirer then do think twice about pursuing the job.

5. The interview and hiring process is much too long (or short!).

For candidates gunning for senior positions, it's expected for them to go through several rounds of interviews and exams before they are offered the job. Still, hiring processes that go far too long (we've heard of candidates going through hiring processes that last for months) are problematic. Worse if the same process is applied to those applying for entry-level positions. It may signal indecisive superiors or a workplace that's having problems with bureaucracy.

The inverse of this situation is just as bad. If you find yourself in an interview that's much too short, essential information are probably not getting its needed attention. An interview should provide each person involved enough details to make the right decision, and important matters like these shouldn't be rushed. Likewise, a quick hiring process may seem like a blessing, especially for those who have been on the hunt for too long but be warned that this may also be a sign of desperation on the company's part—and trust us when we say that that's not a good sign.

6. The company's environment doesn't feel right for you.

Evaluating your future employer should extend beyond the interview. Notice the people who are working around on your way to the interview room. Can you see yourself working alongside them? What is the overall vibe of the office? Does it make you want to continue with the application process? Finally, be mindful of how the employees act around the interviewer, most especially if you are expected to directly work with this person once you're hired. Be wary of behaviors that exhibit fear or resentment.

It is always important to choose a workplace whose [company culture](#) is similar to yours. To avoid regretting things in the end, take the opportunity during your job interview to scan the office and have a feel for its surroundings and ask yourself, "*Is this the kind of workplace I want to be in?*"

No job interview is perfect and we shouldn't expect hiring managers to be free from mistakes. However, if you find that the negatives outweigh the positives at a job interview, look at them as signs that you're better off looking somewhere else.

