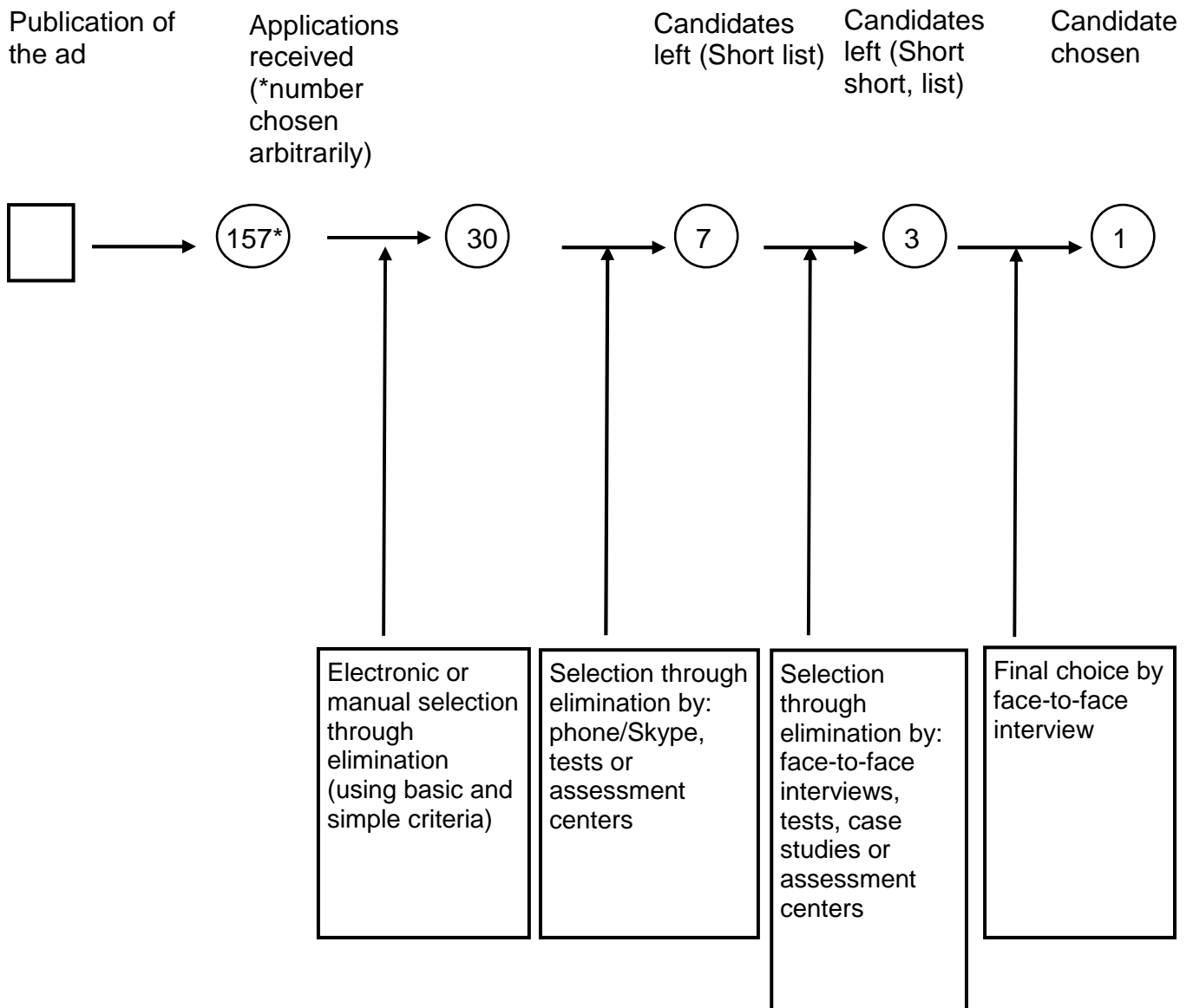




Short list what to do when there are only 3 candidates left and you really want the job

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In a traditional recruiting process (i.e.: when an ad has been placed), for the candidate the procedure is slow, long and rather difficult.



It you are the candidate, it is rather difficult to:

- invest 10, 20, 30, or even 50 hours of intense effort and emotion;
- manage to survive through all the elimination processes;
- find yourself in the final short list of 3 candidates;
- and eventually not to be the one who is selected!!!

Here are 5 strategies to make it through the process you may want to use:



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1 PROPOSAL #1: IDENTIFY THE INTERVIEWER'S MAIN CONCERN

Ask how long the "short list" is. After their answer, remain silent for a couple of seconds. Look at the interviewer and say: *"May I ask you a question?... What is your main concern in making this decision?"* and wait for the answer.

You do not need to talk.

Look at the interviewer and, with your eyes, say: *"I understand. I think I am the right person to hire for this job!"*

2 PROPOSAL #2: ASK FOR THE JOB

Apparently very few people ask for the job. They just wait to be offered it!

Take the initiative. Be pro-active. Most of the time employers are hesitant when they hire. A wrong decision can be costly and hamper their image and professional life for several months!

At the very end of your interview, pause, remain silent (2 to 3 seconds), look your interviewer in the eyes and say something like: *"May I tell you something?"* (pause for 1 or 2 seconds....) *"I'd love to have this job."* or *"I'd really like to get this job."* or *"I want this job!"*

3 PROPOSAL #3: SHOW YOU GO THE EXTRA MILE

Before your final interview, you must do considerable homework. Gather information and invest time on the Internet to find a few articles related to a hot issue that your interviewer faces. During the final interview, tell her/him: *"By the way, the last time we met, you mentioned... (state the hot issue) and I did some research. I found 2 articles on the subject. Would you like to have a look at them?"* If the answer is yes, take them from your briefcase and hand to the interviewer.

Another alternative would be :

- either to do some job shadowing (i.e.: spend 1 day to 1 week in the company, just to watch and see);
- or offer to do a short survey on one hot issue that they face. Prepare a 1 or 2 page report of careful suggestions/ideas/proposals on this topic.

4 PROPOSAL #4: TELL YOUR INTERVIEWER OF YOUR "LOVE" FOR THE COMPANY AND FOR HER/HIM

Like you (and everyone else) people *"Love to be loved"*.

Without sounding "silly or fake" tell the interviewer that:

- you love/like the company a lot. Tell them why with 1 to 3 very specific points (do not use common and obvious comments/observations! It would be highly counter productive!);
- you love/like her/him and state 1 to 3 reasons why (common values, practices, ways of doing things, uniqueness...). Be very specific. No standard or disingenuous statements.



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5 PROPOSAL #5: OFFER TO HELP THE INTERVIEWER DECIDE

Take the initiative and look very sincere and convinced. Ask your interviewer: *"Is there anything I could do to help you decide?"*

6 PROPOSAL #6: USE THE "YES" OR "NO" STRATEGY

Ask your interviewer: *"Have you heard anything, in our time together, that might prevent you from hiring me?"*

If the answer is: "Yes", invite your interviewer to develop her/his point and give examples and proof why his/her concerns will not be an issue.

If the answer is: "No", you should get the job!

7 PROPOSAL #7: CLARIFY YOUR SITUATION WITH THE INTERVIEWER

When appropriate, tell the interviewer where you stand in your job hunt (i.e.: negotiations and/or job offers) and say:

- either "I wanted to let you know that I am currently negotiating with...companies";
- or: *"I wanted to let you know that I am currently negotiating with...companies and already have a firm job offer".*

In both cases, and provided this is your true feeling/desire, add: *"I must tell you that if I had a firm job offer from you I'd be delighted...and/or...very tempted to accept it".*

8 PROPOSAL #8: LOOK HAPPY AND SHARE YOUR JOY

After having asked your interviewer where she/he stands in the selection process and the size of her/his short list, if she/he tells you: *"I only have 3 candidates left"* react immediately and share your joy by saying: *"Wonderful!!! We are almost there!"*

Look at the interviewer, smile and remain silent....

9 PROPOSAL #9: LOOK HAPPY AND SHARE YOUR JOY

Look at your interviewer, remain silent for a couple of seconds, look at her/him in the eyes and say: *"I do not have the solution ... however, I think I am the solution!"*

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10 PROPOSAL #10: PUSH YOUR INTERVIEWER TO DECIDE

You may try this strategy somehow surprising for your interviewer. Here is an example of such a dialogue.

Candidate: *How many candidates have you got left?*

Employer: *3 candidates.*

Candidate: *That's very nice...I am sure that these 3 candidates are all qualified for the job.*

Actually, may I ask you a last question? Don't answer if you think it is too intrusive or if you wish to pass.

I want to be very transparent with you. I have another offer.

Could you tell me, in your opinion, why I should favor your company?