

Qualities Hiring Managers are Looking For Quick Reference Card

Introduction

When you go in for an interview, what will set you apart from your competition? Odds are that the other hopefuls interviewing for the position have just as much, if not more, experience than you. How can you impress recruiters and prove to them that you are the right person for the job?

Recruiters and hiring managers want to see if you're the right fit for the company. They're looking between the lines of your resume for what you have beyond your work experience. To make a good impression, you should project certain qualities that will make you a more desirable candidate.

The top five qualities hiring managers are looking for

Passion There are countless books, websites and seminars about the best kinds of answers to interview questions. Job seekers are asked these questions to see if they have the ability to answer them competently. But, they're also looking for something more. Many hiring managers want to see passion for their company, the position and the industry. They want to know why candidates are truly excited about the opportunity, rather than viewing it as just another job interview. The truly passionate candidates are not only likely to excel in their role but will also remain involved in their responsibilities and motivate those around them. Be sure to also highlight your passion for the country and the position of responsibility within your unit or organization.

Professionalism Being professional is something that is hard to teach. It's a mixture of motivation, presence, and hard and soft skills. To be professional, you have to project an image that you are actively listening to what recruiters are saying and take interest in the job. Emphasize the rigorous standards you held for yourself throughout your time in the military.

Preparation You can really stand out among your competition when you do your homework. If you can demonstrate your interest in an employer and the issues they are facing while showcasing your research skills, you can leave a lasting impression on hiring managers. Take the time to research and get to know the recruiter and interviewer, and you'll find a quicker connection and develop a stronger rapport. Think about the continuous state of preparedness required while serving in the military.

Poise Confidence is a key component in every aspect of your job search. When networking or interviewing, it's important to exhibit knowledge, modesty, openness, gratitude, and skilled verbal and written communication. Recruiters should be able to see that you can take tasks, jobs or projects given to you and run with them. Prove that you are proactive and can handle the job requirements through your handshake, body posture and communication skills.

Bank of America



Bank of America Merrill Lynch U.S. Bank of America
America Trust Merrill Lynch

Qualities Hiring Managers are Looking For Quick Reference Card

Providing humor

The hiring process can be a long and often trying process. Recruiters and hiring managers listen to the same pre-prepared answers from candidate after candidate. A job seeker with professionalism and a sense of humor lightens the atmosphere, but be careful if you decide to use humor when talking to hiring managers. If humor isn't a part of your everyday personality, think twice before taking it too far in an interview. If it doesn't come naturally, there's a bigger chance that it can backfire. Be conscious of the atmosphere around you; what was funny in your unit may not be appropriate during an interview. You don't have to make jokes, but you can bring a light-hearted and happy attitude that can brighten the mood when talking to recruiters.

Conclusion

There are a lot of different qualities employers look for in a new hire. On top of work history, job experience and specific skill sets, there are other traits that can help propel job candidates above the large number of job seekers vying for the same job. If you excel at any one of these five qualities, use it to your advantage. It could make the difference between silence and a call back.