



PRESS RELEASE

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New survey lifts lid on interview types

New analysis by one of Scotland's leading recruitment firms has identified the five personality quirks that are most likely to trip candidates up when it comes to the pressure situation of a job interview.

The profiles will be familiar to managers seeking to recruit new staff who sometimes need to see beyond first impressions to identify suitable candidates for key roles.

McAdam King claim, by recognising and addressing these character attributes, job hunters can improve their chances of landing their dream role.

Colin McAdam, founding director, McAdam King, added: "As the job market becomes increasingly competitive and interview processes reach greater levels of sophistication, candidates have to be more aware than ever before of the way they project themselves in interviews."

He added: "Most people who have conducted interviews will recognise each of these types of behaviour. People respond to the stress of interviews in different ways. For potential candidates the right mental preparation can make all the difference when it comes to delivering a strong performance at interview."

"We're seeing companies become using more sophisticated selection techniques in trying to see past some of these characteristics which can sometime hide some genuine qualities that a potential recruit can bring to a new employer."

The kinds of interviewee to look out for

THE GABBLER

Gabblers don't know when to stop. No question warrants a brief answer. In fact, sometimes they offer answers to questions which the interviewer hasn't even asked as they treat any pause in the conversation as a gap which must be filled with noise.

THE BLUFFER

Bluffers believe research is for people who don't have their gift of the gab. They may not know much about the role they've applied for, or the company they'd be working for, but are sure in the knowledge that a few bits of jargon and the use of words like 'synergies' will see them through.

THE SUPERSTAR

Superstars have a carefully structured career plan and the job on offer is just a pit-stop on the way to global domination. They see the vacancy as a stepping stone to greater things rather than an opportunity in its own right and make sure interviewers know they are destined for greater things.

THE RABBIT-IN-THE-HEADLIGHTS

The preparation has been thorough and likely questions and answers carefully scrutinised but once a rabbit gets in the interview hot seat, brain freeze sets in. Even the gentlest question creates panic as the interviewee is overcome by a terror of saying the wrong thing or – worse – looking like a show-off.

THE TIME SERVER

Usually an existing member of staff, time servers doesn't just think they can do the job they've applied for... they think they deserve it. Answers are only given in the context that they shouldn't really have to prove themselves in this way.

Ends

Notes to editors

McAdam King is a leading recruitment consultancy specialising in the oil & gas, human resources, manufacturing and food & drink sectors with offices in Glasgow and Stirling.

McAdam King Business Psychology is led by Chartered Occupational Psychologist, Robert Miller. The business provides specialist consultancy using evidence-based interventions in the fields of assessment and selection, leadership development including executive coaching, performance management, outplacement support, organisational development and employee engagement and well-being. For more: mcadamking.com

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