

# HIRING RED FLAGS & DEAL BREAKERS

*We are all human.* People get tired, have bad days, get caught in traffic and so on – it happens to us all. Some days we are on, some days we're off our game. What we are looking for is if what behaviors and attitudes are patterns and what are "one offs". We don't recommend any hiring manager completely write off a candidate because of one or two small red flags. Red flags are more like "X marks the spot", a place to dig to find out more. Deal breakers, however, should be nonnegotiable characteristics of individuals you want to move on from.

## DEAL BREAKERS

- Lying
- Negative attitude, rolls eyes, "Hurumph"s, is rude
- Doesn't listen, repeatedly misunderstands questions, frequently interrupts
- Feels and acts entitled
- Highly focused what they can get, not what they can give
- Can't provide what they learned when they made a mistake, lack of "lessons learned"
- Past failures are not their fault, doesn't accept responsibility
- Talks a lot while actually saying nothing
- Won't make a decision
- Large or multiple unexplained gaps in employment
- Gossiping about former managers or employers
- Making demands up-front
- Doesn't listen
- Doesn't answer the question, gets lost in the conversation, rambles
- Looks unprofessional, rumpled, messy or inappropriate
- Has not researched the company or the job
- Wants to be saved from a bad situation
- Avoids explaining why they made career moves or always leaves for the same generic reason like "wanted to explore new challenges" or "outgrew the position or company"

## RED FLAGS

- Bragging about offers they already had
- Asking no questions
- Being rude to receptionists or staff
- Being too aggressive, trying to "one up"
- Dropping "F-bombs"
- Late or complains about the traffic, parking or commute
- History of interpersonal conflict on the job again and again
- Avoids eye contact, yet the role requires confidence and driving results
- Bounces from career to career and has not yet found their passion
- Lack of specific work examples, doesn't know their numbers/results, lacks facts and supporting evidence
- Talks a lot
- Knows everything, expert on everything
- Uses a "trust me, I'm an expert" response rather than answering technical questions in detail
- Does not know their strengths or weaknesses
- Shows focus on "what's in it for me" as opposed to what they can bring to the company
- Is too relaxed and over familiar, overshares
- Current or past supervisors will not provide references
- Verbal tics like overuse of "like", "um", "you know"...
- Fake or excessive enthusiasm
- Doesn't give credit where due, takes the team's credit for themselves
- Always knows the answer, even when clearly doesn't / unwarranted overconfidence