

Job interview Community Comment: February 25, 2016. Mike Goldsby

Everybody tries to put their best foot forward in a job interview. People want to make their accomplishments known and keep their failures secret. They want to leave a good impression with the interviewer and they typically want the job.

Job interviewing is a little more difficult because you want to pick the right person for the job. In an interview, you are really trying to guess how the person will do in the job. I had some training in the interview process in a program called Selecting For Success, based in a proven approach called Behavioral Interviewing.

This approach says that a candidate is like an iceberg, what you see is only a small part of the picture. The best indicator of future performance is past performance. The interviewer needs to ask about past work experience, to see if the candidate is qualified. If they haven't done that exact job, have they done similar jobs with transferable knowledge and job skills? Are they are honest about their accomplishments, not exaggerating.

It is important to ask the candidate to express their opinion of themselves. Every candidate may say they are the best person for the job, but how do they explain that.

But the most important part of behavioral interviewing is watching the candidate's behavior during unscripted responses in the interview process. Those responses give the best clues as to how the person will behave on the job.

In the presidential elections, we are all on the interview panel and it is amazing that one of the leading candidates is still in the running. In fact, most of Donald Trump's deficits appear to be his appeal. He has no relevant government experience but that is viewed as a plus. Look around your job place or business and try to find a position where no experience is preferable. Have you ever worked for a boss with no direct experience? How was that?

Trump claims his business success is really the foundation of his qualifications. But Forbes, Bloomberg and the Washington Post all state that Donald Trump is exaggerating his net worth today. Trump did inherit a fortune from his Father and he has made that fortune grow. But the Post reports all of Trump's wheeling and dealing has not performed as well as the average retirement portfolio.

Trump is not shy about stating his opinion of himself. He holds himself in very high regard. His doctor says he has superhuman health. He says he has an excellent memory. There is pretty much not anything that he can't do. Ever heard that in a job interview?

So how has he behaved during this job interview? He has called his opponents vulgar names that I cannot say on the radio. He has mocked people's medical conditions and physically threatened others. He has behaved in a way that we would not tolerate from our children. He would have bombed several different countries already during this brief primary campaign. He even refused to show up at an interview.

But all of this seems to further his appeal. So we will see. I mean, what is the worst that could happen if we hire him?

This is Mike Goldsby for Community Comment