



Four Reasons You're Not Getting a Second Interview

Job searching can be full of challenges and frustrations; one of those tricky points is not getting called back for that second interview. It can be hard not to get bogged down if you're failing to repeatedly get past the initial interview, preventing you from getting that job offer. With these tips and a little bit of self-reflection, you can get more insight on areas you can improve on and other reasons you're not getting a second interview.



You Weren't the Right Fit for the Company Culture

Companies with a strong company culture will be focused on making sure their new hire fits the organization. This means even if you're the most experienced, qualified, and talented; if they determine you're not going to mesh with the company culture, you're not going to continue in the interview process. Even if you were offered the job but can't mesh with the culture, you equally won't be happy - it's a lose-lose situation for everyone.

You can learn more about company cultures by visiting their website and social media and reading company reviews on sites like Glassdoor. You can also ask about it during the initial interview. The more you can learn about the company culture, the better your understanding will be if you'd be a fit or not.

It's vital to note that if you're passed for the job because you weren't a cultural fit, there's nothing wrong with you! In fact, as we mentioned earlier about you being unhappy in the role, the hiring manager may have done you a favor by letting you move on to a place where you'll be more comfortable and successful. Keep pressing on in your job search, and you'll find the company culture where you'll fit and thrive.





You Weren't Prepared for the First Interview

Here is a reason you're not landing that second interview you can control. You must prepare for an interview - you can't just show up and expect to "wing it." It will be obvious to the hiring manager if you weren't prepared for the interview. If you struggle to answer the hiring manager's questions, show up late, or come across as disorganized, it's a pretty safe assumption you'll be passed up for the next round of interviews.

To take back control of this issue in your job search, start prepping for your interview by practicing answering common questions, having questions of your own prepared for the hiring manager, and practicing interviewing with a friend or mentor, so you're confident when it comes to the real deal.



You Didn't Send a "Thank You" Note

While it seems like a small thing, it's not. Writing a thank-you note after an interview is a crucial part of the job search process. Don't make the mistake of thinking this is an outdated or unimportant practice; in fact, a 2017 survey from TopResume found that 68% of hiring managers and recruiters stated that receiving a thank-you note did influence their decision about whether or not to hire a candidate.

It's a best practice to send a handwritten thank-you note or email within 24 hours after the interview. An email should be sent within a few hours of the interview at the very least. Your thank-you note should include an emphasis on your skills, how you'd be the best fit for the job, and to express your appreciation for the hiring manager taking the time to interview you. It's also crucial to proofread your note and double-check spellings of personal names and company names - ensure there are no mistakes that would give the hiring manager reason to not invite you to interview further.



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The Needs of the Company Changed

Sometimes, you can do everything right. You followed all the directions for applying, nailed the interview, send a thank-you note, and it won't be enough. Things change all the time, and that includes the hiring needs of a company. It's a genuine possibility that a company may change their minds or needs on the position during the hiring process. It might be an unforeseen budget issue, the scope of work may not be what was initially anticipated, or other current staff members can fill the gap.

If this happens, you may not ever hear the reason why, but it's important not to let it defeat you since this is out of your job search control. You can't land a job that doesn't exist anymore, so the best course of action is not to dwell on it but move on and treat it as a learning opportunity as you continue job searching.

If you're getting stuck after the first round of interviews in your job search, take a mental check of these four things. Remember, some of this you can control, but some you cannot. Take advantage of areas you can improve on what you can control; practice interviewing, send that thank you note, and take advice and feedback from people you trust. For the things you can't control, do your best not to let it get you down too much and keep pushing ahead - the right job will come along!

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

