The *not*-so-perfect candidate:

Tales from the interview room

Perhaps nothing is as central to the recruiting process as the one-on-one interview. It's the candidate's opportunity to shine; it's the recruiter's chance to showcase the organization and its opportunities. Given all that's invested in it, it's no surprise that the interview can also be the setting for frustration. Most employers reported worst interview experiences that involved unprepared students-candidates who knew nothing about the organization or job; no-shows; arrogant candidates; and communications problems. Below are some more outrageous things candidates did:

- Propositioned the recruiter
- Explained that he had been fired from his last job for stalking a co-worker, then described exactly *how* he stalked his co-worker
- Asked if he had to list "all" crimes on the application
- Jumped up and removed her clothes (security guards had to remove her).
- Told the recruiter that unless the company planned to pay him the amount he stated, there was no point in doing the interview.
- Fell asleep, woke up, and apologized because he had been out all night
- Showed up for the final interview on the wrong day–twice
- Wore a baseball cap because he was having "a bad hair day"
- Left the price tag on his suit
- Maintained a reclining position (with hands behind his head) and yawned throughout the interview.
- Made himself comfy–feet up on the couch–and fell asleep in the lobby while waiting for the interview.
- Removed her shoes, pulled out debris, and handed it to the recruiter
- Sported a low-cut dress, multi-colored braids, and a tattoo, and had a pager that went off during the interview
- Looked out the window during the entire interview
- Peered his conversation with foul language throughout the interview
- Brought his mother to the interview
- Portrayed herself as a "beauty queen"–literally–down to the evening gown she wore and the answers she gave
- Asked for each question to be rephrased and wanted examples to boot
- Told the recruiter about other offers and said if the recruiter could beat those he'd continue the interview, if not, "I'm done with you."
- Wiped his runny nose on his hand, and then extended that hand for a handshake.
- Used his Palm Pilot to check stocks and e-mail friends during the interview
- Chewed sunflower seeds through the interview, dropping the seeds on the floor
- Had her grandmother call the recruiter to recommend him for the job and explain how much she (the candidate) wanted the position
- Wanted to know when he could speak with someone "who really matters"
- Tried to bribe the recruiter with basketball tickets
- Wore boxer shorts, a torn T-shirt, and combat boots, didn't bother bathing or combing his hair, and didn't know with whom he was interviewing.
- Expressed more interest in inviting the recruiter to a party than in actually answering the interview questions.