

## Here are 9 Reasons You May Not Be Hired-and What You Can Do About It

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It's exhausting to look for a job. And it appears to become worse the longer you're at it. Putting yourself out there and being repeatedly rejected or receiving radio silence may be discouraging.

[Job hunting](#) is a difficult task. It's not only difficult on your wallet, but it's also difficult on your self-esteem. It's difficult not to become disappointed after sending out dozens of resumes and landing multiple interviews with no luck.

Instead of burying your head in the sand and sending out another flurry of applications, take a step back and evaluate why you aren't receiving the results you want. What exactly is it that's preventing you from finding your next job? In the long run, accurately diagnosing the problem today will save you time.

Here are 9 reasons you might not be getting recruited and how to remedy them, broken down by when you're having problems in your job search.

**[Related: [Job Search Tips: Everything You Need To Know](#)]**

### Importance of knowing why you are not getting hired

Knowing what might be holding you back from moving forward in the recruiting process will help you stay motivated during your job search. When you know what areas you need to work on, you may take steps to enhance your chances of impressing hiring managers. Knowing which areas you can improve will also aid in guiding you in the proper direction during your job hunt, reducing confusion and making the experience more pleasurable.

### If You're Not Getting Interviews or Callbacks

#### 1. Your resume is not tailored to the job

Your [resume](#) is what will get you a job interview. You'll never get the chance to impress in an interview if your resume isn't accurately demonstrating your suitability for the job.

If you've applied for a lot of jobs but haven't heard back from more than a few, you may be sending out the same generic resume and cover letter every time without adjusting how you portray your experience to match the job.

It's critical to edit your CV before applying for any job! Why? Because various job offers have varied criteria, such as different languages, tool expertise, background, and unique responsibilities, all job offers have different prerequisites. As a result, try not to get into the habit of applying for multiple jobs and organizations using the same CV.

If your [resume \(or CV\) does not express how qualified](#) you are for the position you apply for, you can be sure it will not capture the recruiter's attention. This document should reflect your expertise and highlight your abilities and knowledge in a particular industry.

**[Related: [Achievement based CV: A quick way to get shortlisted](#)]**

Employers are looking for someone who meets their job description, and because they're likely to receive hundreds of applications for each available position, they're not going to go to the trouble of figuring out how you compare. By tailoring your CV and [cover letter](#), you must ensure that everybody reading your application understands how you are qualified for the position. This entails determining what talents and experiences customers desire and then emphasizing them through accomplishments.

This isn't something you have to do for every single role. At the absolute least, you should customize your resume and cover letter for each type of position—for example, you might have a software engineering resume and cover letter and a distinct product management resume and cover letter—as well as specific roles you're interested in.

As a result, if you've discovered that you've applied for a lot of jobs but haven't heard back from any of them, or have only gotten negative feedback... It is possible that your CV is to blame.

## **2. Ignoring the possibility that your resume is being scanned by AI**

You might have the best tale to share, the best work ethic, and the most desire to land a dream job. However, if your resume is not directly translated for computer eyes to examine, it could all be for naught. The candidate screening process has been considerably affected by artificial intelligence (AI). Previously, a recruiting manager would have leafed through stacks of paper by hand. The cherry-picking is now primarily done by computers.

Perhaps you've done everything you can to tweak your CV and are still hearing crickets. Your application may be stuck in applicant tracking system (ATS) limbo, never to be read by a human. If you're looking for jobs online, [your resume is almost certainly going via an applicant tracking system \(ATS\)](#), which is a computer program that analyzes applications, tracks candidates, and generally aids

recruiters and hiring managers in their job search. Hiring managers can also utilize ATSS to look for resumes that contain keywords related to a specific position.

**To overcome this:**

- Use standard titles for your sections
- Use keywords in the appropriate context
- Don't go overboard with your formatting

[Related: [How to write a CV that gets shortlisted by both robots and humans](#)]

### 3. You're applying to the incorrect positions

Another reason for your job search troubles could be the types of jobs you're applying for. If you're either underqualified or overqualified for a position, it'll be more difficult to market yourself. If you don't have enough experience, you may find it difficult to perform. Hiring managers may be concerned about paying a higher salary and maintaining a bored employee if you have too much experience.

Examine the job description and ask yourself if you have the abilities you'll need to complete the work—or come up to speed quickly—to make sure you're not underqualified for the positions you're interested in.

Those that apply for jobs in the sweet spot specified in job advertising have a far better probability of obtaining a callback. This is because nearly half of all resumes received (42%) do not fulfill the job requirements.

### 4. You are not reaching out to other people

You're probably aware that [networking](#) is important when looking for work. Some aspects of networking may be self-evident. If you know someone who works for a company you'd like to work for, for example, try to apply with a referral or at the very least utilize any additional information you gained from your chats in your application.

What's less evident is that you should publicize your quest as much as possible, even to people who aren't in a position to assist you. Make a post about your job search on a private non-LinkedIn social media account or discuss it at non-work activities. You probably don't know everyone else's acquaintances.

Having network connections can be quite beneficial in today's job environment. Many firms have referral systems to bring in new personnel since referred employees have a far greater success rate than those found through job listings.

Attend conferences and events in the industry you want to work in to improve your networking abilities. When obtaining leads or a reference from a contact, make sure to gain permission to contact them using their name. Friends and family might also be part of your network. Allowing others to know what kind of work you're looking for can lead to more prospects.

For jobs in the Zimbabwean Market, [register your CV at the Human Capital Hub](#).

## Failing at the interview stage

### 5. You don't have enough information on the company

You could disregard the suggestion to research a firm before an interview because, after all, why should recruiter care if you know who their CEO is if you're qualified for the job? One factor that employers consider before making an offer is your likelihood of accepting it.

During an [interview](#), many employers use questions to assess a candidate's knowledge of the firm and the job. They want to know that a potential employee has researched the firm and is serious about working there.

Examine the products and services offered by a corporation. Prepare to discuss how you've previously used them or similar ones. Check over their values and see if you have any LinkedIn contacts at the organization.

Spend some time investigating the company online and learning the following fundamental information to assist you to fix this:

- Who is the company's owner or CEO?
- What are the goals, mission, and values of the company?
- What is the company culture like?
- What does the job entail?

Employers will be impressed by your great interest and meticulous attention to detail. Showing interest in the company is also an excellent method to suggest that you're likely to accept. Beyond merely expressing enthusiasm for the prospect, how do you demonstrate your interest? Knowing a great deal about them.

[**Related article:** [Preparing for a job interview](#)]

### 6. Being unorganized and forgetting interview etiquette

It's a good sign if you get an interview.

The next difficulty begins after you receive a response to an initial interview. In-person encounters necessitate a higher level of attention to detail than electronic correspondence. Why? Because there are

so many verbal and nonverbal aspects at play throughout the interview process, you must be conscious of any signals you're sending out.

Answer with respect, avoid unclear responses, dress appropriately, and prepare your selling points in advance. It's a good idea to conduct a mock interview with a buddy before going on to ensure that all bases are covered and first impressions are minimized.

## 7. Other interview abilities are being overlooked

You don't want to be the person who ignores the receptionist and reacts to small talk with the recruiter with a single phrase. That guy is extremely unlikely to be hired. Storytelling, active listening, eye contact and other body language, empathy, and small chat are all interview abilities to consider. The majority of these skills may be developed just by being aware of the need to be attentive to them and practicing. So, just by reading this, you might be halfway there.

One of the most crucial stages of the employment process is the initial interview. The initial interview tells hiring employers a lot about you, including how well you communicate and think critically, as well as your attention to detail and professionalism.

### These tips will help you enhance your interviewing skills:

- **Dress for the occasion.** Your dress may differ based on the sort of job, but it should always appear professional and polished.
- **Arrive early to avoid disappointment.** This demonstrates your time management abilities as well as your regard for the company's and interviewer's time.
- **Turn off or silence your phone.** Concentrate on listening, making eye contact, and paying close attention to the questions asked by the interviewer. This demonstrates that you are completely focused on the interview and can easily resist distractions. Make sure your phone is out of sight and out of reach.
- **Keep your responses short and sweet.** Answers that are straightforward and directly answer the interviewer's queries are preferred. If they ask for an example, this is the moment to get a little more specific with your response while staying on track.
- **Discuss previous employment and managers in a good or neutral light.** To demonstrate your maturity and conflict-resolution skills, always speak positively about previous employers. Explain unpleasant prior events by talking about the problem and how to solve it while staying impartial to the other parties involved.

## 8. Lacking enthusiasm

Not every job will get you out of bed in the morning singing. If you're looking for work, though,

concentrate on the aspects of the position that excite you. What are some positive aspects you may concentrate on? Allow your excitement and thankfulness to shine through in your correspondence, even if the work is only a way to support your family.

In your cover letter and at your initial interview, express your enthusiasm for the position. When applying for a job, carefully read the job description and do comprehensive research on the company. Make a list of all the elements that pique your interest in working for that company, and be sure to mention why you enjoy your work and how you can contribute to the company's mission and goals.

Lack of passion is one of the most common mistakes made during job interviews, and it will show if you aren't careful. So, what are your options? Before an interview, do an extensive study on the company and culture to show that you are interested enough to go a little deeper. Come to the meeting with genuine enthusiasm in getting employed, as a lack of preparation implies a lack of passion.

## 9. You don't have any references

Hiring managers value [references](#) because they attest to the talents and experiences indicated on a candidate's resume. It can be difficult to get a job if you don't have the right references, or if you don't have any at all.

To correct this, you'll need to contact people who can vouch for your abilities and who would be prepared to recommend you for a position. Former bosses or coworkers are common references, but they can also be former teachers, vendors, or colleagues with whom you worked closely. If you're just getting started, providing character references such as friends, neighbours, and fellow volunteers can be beneficial. Make sure your references are trustworthy and knowledgeable about the position you're applying for.

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