



4 Red Flags That Should Make You Rethink That Job Offer

You've just walked out of an interview, and you're unsure what you think. You need the job, but something just felt off. In general, trust your gut. But if you need some specifics to keep your eye out for, beware these situations.

The interviewer is late or unprepared

If your interviewer is running a few minutes behind, that's OK - things come up and sometimes people need an extra moment. But if the wait starts stretching to 20 - 30 minutes, and no one has checked in with you, that could be indicative of a larger issue. At best, the company may be disorganized. At worst, they don't value you or your time, and that will only get worse after you start the job.

Similarly, if the interviewer doesn't have questions ready, and they're just acting on the fly, be wary that they may not value the interview enough to put in the necessary preparation. This could be reflected in an overall company culture that doesn't respect its employees.

The interviewer is vague or hesitant to answer questions

Have you ever attended an interview where you feel like the prospective employer doesn't know anything about the position you're applying to? It happens more than we'd like to admit. If your interviewer can't offer specifics regarding job duties, the direction of the company, or company culture, beware. They are either unaware of what they need, or they are hiding something from you. Either way, this indicates a rough start to what should be an open and communicative relationship.

Additionally, make sure that as you discuss the role, it lines up with the job description you have applied to. There are some companies that may try a bait and switch, where they post one job, and then shift the duties during the interview phase. Keep your ears open for added job responsibilities or duties that don't seem to fit in with the rest of the position.

The office is giving you a bad vibe

Pay close attention to your surroundings as soon as you walk in the door. Take note of how you are greeted by reception, the mood of people walking by, and how your interviewer talks about colleagues. Are people overall positive and jovial? Incredibly focused? Frustrated or withdrawn? If everyone shares a disengaged or foul mood, that should set off warning bells.

Also, take a moment to observe office decor and what people are wearing. If everyone is wearing a conservative dress or suit and tie, but you're more of the jeans and t-shirt type, make sure you'll feel comfortable and confident working in that environment. Conversely, if you like a focused, heads-down approach, and the office is laid-back with foosball and an open sitting arrangement, consider whether you'll be able to be productive.

You are offered a job with an ultimatum

If you are offered a job on the spot and told to take it or leave it, run. There is no good reason a company would ask you to sign an offer letter on the spot without the option to review it. If this happens, ask to take the offer home to review, and be sure you have the full compensation package in front of you. If they're unwilling to give you that opportunity, that's a major red flag.

If you want to talk through your interview with someone, we are here for you. Please feel free to stop by the Career Action Center anytime.

Career Action Center

Resource Room: Mountlake Terrace Hall 138 | Summer Hours: Open M-Th, 9-4

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