



# Trade Compliance Recruiting Solutions

## TRADE UP WITH

By Linda Lexo and Rick Miller

### 10 Delusions and Fantasies of the Job Interview Process

I applied for a job on-line on Monday, did a phone interview on Tuesday, flew First Class to meet the hiring manager on Wednesday and got the offer of a lifetime on Friday - Of course this is pure fantasy. While expectations about the interview process may not be that delusional, during the excitement, even the most level-headed candidates may have some unrealistic expectations. Most new hires take several months to accomplish so here are some things to consider during the process:

1. **FANTASY:** The Company said I interviewed great! Really? Hate to bust your bubble, but what if you're not the one? Most Companies are non-confrontational, so they won't admit to your face if you are not "IT", or they may backburner you just in case.
2. **SNAIL'S PACE:** They said they would get back with me by Friday! Hmmm – not likely – companies always take longer than they say so be patient and mildly persistent.
3. **NEXT IN LINE PLEASE:** Company said they have a few more candidates to interview – News flash – keep looking! Although, not necessarily a bad sign and could be true or not...
4. **IMPOSTER:** I don't have all the skills, but I'm a quick learner -Totally delusional!! You can apply for positions if you don't possess the skills, but be realistic- there is not always flexibility.
5. **WHOSE BS:** My work experience will make up for no BS degree -Not likely – if companies require a degree, it's most likely corporate driven – end of conversation.
6. **MOVER & SHAKER:** I will relocate for a great job! (Yeah right) Before you get too far into the process, seriously consider if you really want to leave family and friends? Check out the cost of living and when the time is right verify what the relocation package covers or does not cover.
7. **THE GRASS IS ALWAYS GREENER:** I'm ready for the next level! Think again... You've been there 20 yrs., 5 weeks' vacation, 10 personal days, work from home when needed and you think it gets better than that? They wouldn't need you if there weren't issues so what are you trading into?
8. **DELUSIONAL:** I'm looking for at least a 20-25% pay increase? Seek some serious counseling! Most offers are based on your CURRENT base salary (no one cares you are underpaid) So if going to the moon is your goal – come back to earth – reality check 8-15% is the norm – depending on the level of the position, it may hit 20% (yes, once in a while 25% – but rarely!!!)
9. **ABRACADABRA:** I'll convince them to change the job title to Director from Manager once they interview me.
10. **ME ME ME:** They need me more than I need them. Maybe so, but don't make the mistake of asking what they can do for you. Sell yourself from the angle of how you can help them, and your delusions and fantasies may just come true!!!

*Linda Lexo and Rick Miller are the Owners and Managing Directors at Trade Compliance Recruiting Solutions. Both are Licensed Customs Brokers with a total combined 20 years of recruiting experience in the Trade Compliance field. Their prior corporate industry and human resource experience provides them with the insight required to properly match qualified candidates with right position.*

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