

8 employers 'psychological game' to assess the competency of the candidate in the interview

Be alert so you don't get caught by the employer in the interview.

The interviewer often uses a lot of tactics to find out the real personality of the candidate in an interview that is not easily found by everyone. This is the secret to help them find talent and the most effective way to localize options.

In the book **Hiring for Attitude** , author **Mark Murphy** has revealed psychological tricks that employers often use in the interview and below are some typical "games".

1. They create a very uncomfortable silence just to wait for you to speak

Silence in a conversation is very normal but putting others in a stressful state - such as a job interview - combined with an uncomfortable atmosphere is clearly a smart comb. Good employers.



According to Murphy, when faced with such uncomfortable silence, candidates often try to talk a lot so that they do not feel passive and do not want to be underestimated by employers. However, it is at such times that your true personality has been revealed according to their wishes.

2. They ask a few questions about the old boss

When asking the candidate questions about the former boss, the employer really wants to put you in the "real speaking mode" and this is a "blow" mentality that often brings very high efficiency.

Murphy also shared that the employer is more likely to ask the candidate to spell the name of the former boss (if your boss is listed in a foreign file) or ask a few questions that no one expected. If you start getting these questions, be careful with your answers.

3. Set a limp question to see how you give the answer

If the employer asks to tell you about the time you have faced a difficult situation but doesn't ask specifically what you did over it, they are trying to see how you give the answer: whether you are a **person who likes to talk (Problem Bringer)** or who answers with a focus on how to solve the **problem (Problem Solver)**?



4. They evaluate your pronoun usage

The pronoun you use when interviewing is really important. Such as:

1. **The first person (me, mine and us):** According to a survey, the potential, confident candidates often answer 60% more than the average candidate.
2. **The second person (friend, friend):** The candidate lacks 400% more confidence to use than the confident candidate.
3. **Third person (he, she, surname):** The candidate lacks 90% more confident use than the confident candidate.
4. **Other pronouns (it, itself):** This is a pronoun that should be used in a limited way during the interview. However, the candidates lack confidence and often have the ability to use 70% more than the excellent candidates.

5. They listen carefully to how you use the adverb

According to Murphy, self-confident, intelligent, and sensitive candidates often give answers straight to the point (using the past tense to express) without having to wonder or think too much. On the contrary, those who lack confidence or are not prepared often take time to think about what to say. They will seek to extend time, such as using unnecessary adverbs to emphasize some ideas they think are important.



In addition, those who lack self-confidence are capable of about 90% showing negative emotions when giving answers in comparison with the remaining candidates.

6. They see how you use verb tenses when giving answers

Excellent candidates often use the past (already, ever .) 40% more than the candidates lack confidence. While the candidate lacks confidence in using current tense more than 120% and the future 70% more than the excellent candidate.

For example, when an employer asks to present a problem in the past, an excellent candidate will say: *"I used to face a customer who had a server problem and unfortunately had I could not fix it before the time she asked , "* while a less confident person would say: *" At that time, I will help that customer stay calm by clarifying that I know more. she thinks "*.

If you use too much, the future, the employer may think that you are a person who only speaks but does not do, likes to offer prospects and promises without actually taking action.



7. They see if you give the answer with a positive voice.

Passive is not as impressive as proactive speech and *"is often used by people who try to express themselves as intelligent people before others"*.

1. Be **proactive**: The subject is the person who performs the action, here is you.

For example: I often give ideas every time my boss proposes a new project.

1. **Passive**: You are trying to emphasize yourself, using a master to create leverage to highlight the object.

For example: Colleagues often guide me in brainstorming in the meeting room.

8. They count the number of times you use the word "always" and "never"

The less confident people often use many of these two adverbs. For example, the sentence *"everyone in the office doesn't know what they are doing and they always need my help"* shows that you are not really believing in your abilities. Employers will rely on it to evaluate your ability.

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