

What does a “Good Fit” mean?



One of the things that we hear a lot in recruitment these days is that the candidate needs to be a “good fit”. One of the top reasons for well qualified candidates being unsuccessful is that the hiring manager feels that they are not going to fit in with the rest of the team!

Have you noticed how the greatest individual sportspeople are not always the best in a team. With Wimbledon upon us let’s look at tennis, it is rare that the world’s number one male and number one female make up a championship mixed doubles team! The ones that win usually have a *chemistry*, an understanding of each others strengths and weaknesses, they simply “fit”.

So, if you are a champion in your field it doesn’t always follow that you will be the one for the role you just applied for.

We have all read a job advert and thought, wow, that job has my name all over it, it’s as if they wrote the ad for me! Just got to get to interview and it’s a shoe-in, surely?

If your CV is as close a match as you think, you should get a call from the recruiter, they will have a conversation with you, face to face or over the phone. The conversation may last a few minutes or it may last a long time, either way you will come off the call, or out of the meeting, with your own idea as to how it went.

Only five minutes!!! You may be thinking it’s not looking good, or, on the other hand, forty-five minutes, that must be good, right? Not necessarily, what if the recruiter/hiring manager discovered in those five minutes that

you have exactly the right attitude, they could tell your CV was accurate and that you know what you're talking about when it comes to the role on offer? "good fit".

On the other hand, within those five minutes you may have offered information that showed that you wouldn't last the proverbial five minutes in the role? "poor fit".

Maybe the forty-five minutes was because the hirer was trying to tease more out of you, they were not sure if the work environment, or the company ethos, would suit you? "Poor fit".

It could be that by the end of the forty-five minutes you had become more relaxed and your real personality showed and they realised that you do have the right sense of humour to work in the company. "Good fit"

If the company is one of those more serious and disciplined ones, and you are a serious professional at work and that is what the company is looking for, again, you would be a "good fit".

So, if you do get a "sorry" when you really thought that every last line in that job description was an exact match to you, don't be disheartened. It does no one any favours to mix the wrong ingredients and hope to get the right results.

In any case, the hirer, or recruiter, should be totally up-front with you and tell you, whilst the role may be just right, the company wouldn't suit you. Really good recruiters will have that discussion with you during that call, or meeting. You should come away feeling like you just avoided wasting your time on a role that, if by interviewing as someone that you are not and securing the job, could have become one of those very short entries on your CV that at your next job interview needed some explaining!!

Just remember, it's that the company isn't right for you, not that you are not right for the company! Your perfect partner/team (job) is out there.

Many employers are starting to realise that you can teach someone the required skills to fill in the gaps in their CV, but you cannot change their personality. Get the chemistry right and you should 'Ace' the interview and it's Game, Set and 'Match'.