



About the Job Interview Experience

As our wind-down continues, HPR staff members are forging out into the community to seek new careers. I'm pleased to report that most of our employees have been enthusiastically welcomed by potential employers and are enjoying successful interview experiences.

However, a couple of people have reported that an interviewer has used the opportunity to make harsh remarks about HPR and our financial difficulties. While these are isolated incidents, I wanted to offer some suggestions you can use if you encounter this kind of negative feedback.

- **Be professional.** Don't respond to another's inappropriate comments by being inappropriate yourself. Remain calm and polite at all times.
- **Be positive.** You are not the cause of HPR's difficulties, and you have every reason to be proud of your accomplishments here. Focus the conversation on your individual and team achievements rather than someone's impressions about the company. Acknowledge the interviewer's feelings, but tell them that your experience here was different.
- **Be informative.** The challenges that led to HPR's bankruptcy filing and wind-down are symptoms of an industry-wide problem. On the other hand, HPR has done many good things for the community during its years of service, and you've been a part of those successes. Talk about those positive aspects and your contributions to them.
- **Be direct.** An interview is a two-way process. You're there to learn whether this particular employer and position are a good fit for your goals and skills, not to be insulted or verbally abused. You always have the right, if you feel uncomfortable, to politely end the interview. Thank the interviewer for his or her time, and indicate that you don't believe the position they're offering would be a suitable match for you.

The attitude of the interviewer speaks volumes about the atmosphere and culture of the workplace he or she represents. The bottom line is, you wouldn't want to work with someone who treats others with disrespect, or for an organization where such treatment is accepted practice. There are plenty of wonderful places to work in our community, and one of them will be a perfect fit for you. You don't have to settle for an environment that is unpleasant.

Please remember that your Human Resources team is here to assist you in your job search in any way we can. If you have a negative interview experience, please let us know. Together we'll review the incident and come up with a plan that will make your next interview a great one!