

'The six steps to feedback' by Think Productive

After an unsuccessful interview it can be tempting to try and forget it ever happened, but feedback from an employer could be an amazing learning opportunity. Here are six steps to getting the very best out of the experience.

1. Pick up the phone

The period following applications and interviews can be busy for an organisation so it could be easy for an email to get lost in the mix, try and reach out by phone for a more personal connection, this will also ensure that the communication is clear. If you have received the rejection by telephone it's natural to want to end the call as quickly as possible, try and mentally prepare yourself to be ready to ask for feedback if necessary.

2. Speak to those in the know

Try your very best to speak with a member of the interview panel or HR manager. You can probably make a decision based on your interview experience on how easy this may be. Call and ask for them by name or if you don't feel that's appropriate send a polite email asking if it's okay to call.

3. Ask the right questions

Giving good feedback is a difficult task and not something everyone is comfortable with - help them help you by asking specific questions:

- 'Is there any area of the role that you think that I could have a greater understanding of?'
- 'Where specifically do you feel I could gain more experience?'

4. Ask about another opportunity

Why wait for the next ad? Get first-hand knowledge on future openings, not only will this put you ahead of the pack it will reinforce your genuine wish to work with the employer.

5. Show some gratitude

Always finish the call with a thank you. No one enjoys hearing criticism, however constructive, but let the employer think that you could listen to it all day! If the conversation was largely positive or there was mention of further opportunities you may wish to follow up with a short email of thanks.

6. Take note!

Do take on board the feedback you receive and make an effort to broaden your knowledge in any areas highlighted, hopefully on the next occasion the only feedback you receive will be your start date.

Get more job confidence tips from the Snack Size Confidence career coaching course, email info@snacksizeconfidence for information.