

The right attitude is the key to success

Manivannan, an Electronics&Communications Engineering student had graduated from a reputed deemed university in 2000. The Campus placement trend by the big names in the industry had just moved into top gear at that time. In his final year, having cleared the technical rounds, Mani was at his last hurdle – the Personal Interview. While the major part of the interview was a smooth ride, the final question that was posed to him is something Mani will remember for a long time to come. The interviewer asked Mani what was the similarity between a lady and a handkerchief. Not expecting such a question, Mani simply smiled, gave it some thought and told the first thing that came to his mind. Although he cleared the Personal Interview at that time, he did not really understand the reason why he was asked such a question.

Today, Mani is a Project Manager with one of the leading MNCs in the country. As a part of his role, he visits campuses to recruit Engineering Graduates and he now understands the true implications of the answer he gave his interviewer back then. What the interviewer was expecting was not a 'right' answer but rather the 'right' attitude. The candidates ability to handle unexpected situations and their comfort levels in such situations is what is gauged in personal interviews through various methods, one of which Mani went through.

Attitude is defined as a mindset and even as the manner of carrying oneself. Although there are no proven set of steps that can be followed to attain the right attitude, in the Recruitment parlance, there are certain thumbrules that can help you succeed.

1. Always have the “Learning” mindset

As a fresher, it always helps if one is seeking self enrichment through constant learning. Completing one's formal education does not mean that one stops learning and although does not stop later in your career, it is of paramount importance in the early stages. One should be inquisitive of the career that they seek to pursue, the job that they are applying for and should have a broad perspective of the industry trends. One should be a good listener to be a good learner. Every interview, successful or not or every job for that matter provides immense learning opportunities.

2. Be optimistic

Having a positive and optimistic outlook to life will create opportunities that earlier did not exist. Worrying about the consequences of failure will only increase the chances of failure. While applying for any job or attending an interview, leave your past baggage behind and take each attempt at its own merit. Organizations today seek people who bring in a lot of dynamism, enthusiasm and energy with them. Being a team player is an important aspect in any job and the companies are aware that one energetic team member can have a huge positive rub off on the rest of the team. Hence,

put your positive and cheerful attitude to best use.

3. Be bold and confident

While it is important to admit ones mistakes and weaknesses, it is also important to be bold and confident in talking about ones strengths and achievements. People often feel shy in saying for instance - "I am an excellent event manager" when they have enough achievements to vouch for their statement. Being bold also means that sometimes a simple "I do not know" is all that you have to say when you do not know the answer to a question asked in the interview rather than trying to make up an answer for the heck of it.

One of the key aspects that interviewers look for while interviewing candidates is whether they fit into the organizational culture. Although organizational culture is a result of years of learning and experience, sufficient information is available on the company's website. It is imperative that one tries to 'fit' into these organizational values and culture and this fit culminates from various factors like the way you dress, carry yourself and the way you converse amongst others.

It is highly likely that you would get your first job after about five or six attempts. Therefore it is important that you do not look at past attempts as a failure but rather as a learning and go better prepared for the next interview. To a large extent, the outcome of an interview also depends on your fitment with the interviewers expectations. An interview is your chance to strike a relationship with the interviewer, and through him, the company. Hence understand the interviewer as much as he is trying to understand you.

Finally, remember that most organizations hire for attitude and train for talent. So make sure you are keen to join the organization for the right reasons. Do not hesitate to ask the interviewer what values the company looks for in a candidate. Explain how your own values and expectations match that of the company. Coming back to the question discussed earlier, each individual would have their own answer and each one of those answers would be right in their own way. The essence of it is that, the right answer is not as important as the right attitude. The rest as they say, will be history.