



## They're Just Not That Into You....Right?

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It's the classic "first date" problem. Hiring managers say they like a candidate but notice that, "S/he didn't seem excited about the role." The same candidate says s/he likes the employer but also notices, "I don't think they're really interested in me." How can two people perceive an exchange as positive but walk away sensing the other person feels...meh? It happens often, and just like romantic relationships, professional relationships are subject to the law of attraction.

Managers want to hire candidates who want to work with the company. And guess what?! Candidates want to work with companies and hiring managers who want them! So how do you test to see if you're really into each other?

Job seekers:

1. Interview to get the job.
2. Find reasons to be excited about the opportunity/company.
3. Don't play cool. This isn't high school.
4. You'll be in a better negotiating position if the company thinks you want them and they want you.

Hiring managers:

1. Interview to fill the role, not to "test" candidates.
2. Find reasons to be excited about that person. Don't interview to fill a number.
3. If you like someone, tell him/her. Don't worry about leverage -

remember when you were interviewing?

4. You'll be in a better negotiating position if the candidate actually wants to work with you.

Let's face it. Sometimes you're just not into each other, and that's OK, but the best way to know for sure is to go in with the right attitude. And at the end of the conversation, you just might have the comfort of knowing, "Yep, s/he wants me."