

'Chemistry' is what gets the job

Chicago Tribune

CHICAGO — According to executive search consultants — all other things being equal — the right "chemistry" represents 99 percent of the attraction between the employer and the candidate who finally gets the job.

"Chemistry" is the word often used in these situations to describe first impressions, making a connection with the interviewer and fitting in with the corporate culture.

"I look for candidates who have a twinkle in their eye, who can laugh at themselves ..."

—Barbara Provus principal, executive search firm

"That all-important chemistry," is the way this critical factor is described in NetWords, the quarterly publication of Exec-U-Net, a national career management networking organization based in Norwalk, Conn.

The newsletter asked Barbara

Provus, principal at Shepherd, Bueschel & Provus Inc., executive search firm, what makes — or doesn't make — the right chemistry.

"I look for candidates who have a twinkle in their eye, who can laugh at themselves, appear

relaxed and unthreatened, and who are not afraid to disclose the odd personal detail about their lives or to admit to failing occasionally on the path to maturity," Provus said.

But she's "always turned off by a weak handshake and by people who do not make eye contact, allow their eyes to wander or who look at their watches."

Provus also notes that much of the chemistry is created in the first five minutes — so start mixing your "chemical" brew the moment you enter the interview room.

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