

Thank You Note: Addressing Interviewer Concern

Notes:

- Some interviewers like to tell all candidates they meet about any concerns they have about them as an applicant
 - Therefore, applicants often have trouble determining how concerned the hiring manager is about that perceived shortcoming and how to address this both during and after the interview
 - The interviewing segment of IJS will go into handling those concerns real-time in a manner that will allow you to subtly refute any negatives without overtly disagreeing or getting defensive
 - When it comes to the follow-up email, sometimes it is effective to address anything that is brought up which could hurt your applicancy...but it must be done with diplomacy, respect and an open mind
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Hi _____,

First, I want to thank you for your time earlier today. There are a lot of compelling aspects to _____ **{insert company name}**. I think that your organization has come a very long way in gaining a competitive advantage through personalized client care and innovation.

As you can imagine, there is a natural tendency to be drawn to organizations with this type of dynamic. I owe much of my success to work ethic and optimistic thinking. Therefore, I don't think it is prudent to focus too much on negative aspects.

However, you did bring up a perceived concern regarding _____. If this remains a sincere concern of yours, I am happy to assist in any way possible to mitigate any hesitations regarding my perceived ability to meet and exceed performance related expectations.

While I don't know who else you are interviewing, I have an inclination that 30, 60 and 90 days into my employment tenure at _____, the two or so weeks of learning curve will prove worth it.

Please tell me how I can demonstrate and overcome these hurdles and work with you to remain moving forward in the process.

Tips: Persuade by Discussing the Future

- Persuade by a compelling picture of the future. Many interviewers make the mistake of being too concerned with the present. Remind them that long-term, sustained success is better than a quick-win. In a nice, respectful manner, make the interviewer realize that in 3, 6, 12 months from now that concern will be an afterthought.
- Avoid discussing your past when trying to overcome a concern the interviewer brought up.
- Prior to discussing the downside, it's important to take some time to determine whether the concern the interviewer expressed was enough to prevent him or her from considering you for the job.
- Keep the interviewer's focus on the big picture: whether you could do the job with optimism, efficiency and insight





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An alternative way to address their concerns would be something such as:

"I know that you had brought up some of the background aspects you like of mine and some which may be of concern. Regarding the latter, I do appreciate your candor as it is well received.

Regarding **{VERY BRIEFLY STATE THE CONCERN - eg: my exposure to content creation}**, I can see why that question would be asked. Despite not having as much experience as some other candidates in that area, I have a perception that I am just as creative, efficient and effective (if not more) in ensuring that I am engaging the target audience with fresh, interesting and relevant articles, videos and social media snippets.

Part of what I attribute my success to is having both a respect the necessary learning curve as well as a focused drive to enhance my skill-set as well as the standing of the company I work for through compelling digital content that is embraced by the end-user."

Quick One-line Thank You Add-On

- **If you owe information to the interviewer:** "Additionally, you should have _____ by _____. While I don't perceive it taking any longer, I will email you if for any reason it does.
- **If you already have a second interview:**
 - **Erase any content that discusses a "potential next meeting"**
 - For these reasons, I am glad that the process is progressing and please tell {PERSON WHO YOU ARE MEETING WITH} that I look forward to introducing myself and discussing how I could assist the team.

