

# EP. 24 - How To Address RED Flags

## Overview

This episode discusses how to identify red flags when working with recruiters and hiring managers during the interview process. Whether you're dealing with a recruitment agency or directly with a company, recognizing potential issues early on can help you avoid bad job placements. The presenter shares tips on assessing the professionalism of recruiters and hiring managers, as well as how to address concerns when they arise.

## Key Points

### 1. Assessing the Professionalism of Recruiters

- You can often gauge a recruiter's professionalism based on their website, LinkedIn presence, tone of voice, and the way they initially contact you (phone call, text, or DM). These initial signs are crucial indicators of whether they'll be helpful or harmful in your job search.
- If you have a bad gut feeling about a recruiter, address it immediately. A poor recruiter could negatively impact your chances of getting a job by failing to prepare you properly or misrepresenting you to the company.

### 2. Common Issues with Recruitment Agencies

- Many recruitment agencies today provide subpar service. Recruiters might lack experience, provide minimal information, or fail to guide candidates through the process.
- Some agencies may hire recruiters with no experience and minimal training, leading to candidates being underprepared for interviews. Recruiters should ideally know the client, the role, and the industry challenges—but this is not always the case.

### 3. Red Flags to Watch for in Recruiters

- **No Prep Doc:** If the recruiter doesn't share a preparation document or specific guidelines to help you get ready for the interview, that's a red flag. Good recruiters should provide you with detailed information on what to expect.
- **Lack of Communication:** If the recruiter doesn't know specifics about the job, compensation, or the company, they are not doing their job effectively.
- **No Website:** A recruiter or agency without a professional website lacks credibility and may not have a strong industry presence.
- **No Examples of Success:** If the recruiter can't share examples of previous placements or companies they've worked with, it suggests a lack of experience or success.

#### 4. Red Flags in Hiring Managers

- **No-Show for the Interview:** If a hiring manager fails to show up for the interview, this shows a lack of respect for your time and signals poor professionalism.
- **Unprofessional Behavior:** Swearing, arguing, or being disorganized during an interview reflects poorly on the company's culture and the hiring manager's role in it.
- **Disinterest or Frequent Interruptions:** A hiring manager who frequently interrupts or seems disengaged during the interview may not value your input or time, indicating potential issues with the work environment.
- **Lack of Clarity:** If the hiring manager can't clearly define the role, expectations, or the company's culture, it may signal internal disorganization or confusion about the position.
- **Unrealistic Expectations:** Hiring managers who expect excessive qualifications or experience beyond what's reasonable for the role may not understand the job market or have impractical demands.
- **Negative Attitude:** A consistently negative or hostile demeanor during the interview can signal that the work environment will be toxic or challenging.
- **Lack of Diversity and Inclusion Awareness:** A hiring manager who exhibits bias or shows little regard for diversity and inclusion is a red flag for a non-inclusive or unhealthy workplace.
- **Resistance to Questions:** If the hiring manager avoids answering your questions or seems uncomfortable with inquiries about the company, it

suggests a lack of transparency and openness, which could lead to issues down the line.

## 5. Addressing Red Flags

- If you notice red flags during your interaction with a recruiter or hiring manager, it's important to address them head-on. Ask for clarification on any issues that make you uncomfortable, and if the recruiter or manager continues to display unprofessional behavior, consider walking away from the opportunity.
- While it can be challenging to push back when you're looking for a job, doing so can save you from entering a problematic work situation.

## Conclusion

Identifying and addressing red flags during the recruitment and interview process is crucial for avoiding negative job placements. Whether working with a recruiter or a hiring manager, assessing their professionalism, communication, and behavior early on will help you make better decisions. If any issues arise, don't hesitate to raise them, and be ready to move on if necessary to protect your career trajectory and ensure you find a role that aligns with your values and goals.