

# EP. 27 - When to Get OUT of the Interview Process

## Overview

This episode covers the decision-making process of when to step away from an interview process as a candidate and how to handle situations where hiring bias or discrimination occurs. Jordana emphasizes that candidates should feel empowered to make decisions about their job search, whether due to personal preferences, logistical issues, or concerns about the company's culture. Additionally, she provides advice on how to recognize and address discriminatory hiring practices, offering practical tips on documentation, seeking legal advice, and standing up for yourself during interviews.

## Key Points

### 1. Knowing When to Withdraw from the Interview Process

- As a candidate, you are in control of your decision to continue with or withdraw from the interview process. It's important to communicate this clearly to your recruiter and the hiring manager if you decide the role is not the right fit for you.
- Reasons for bowing out could include realizing that the role is not what you expected, seeing issues with the company's culture or office environment, concerns about the commute or compensation, or simply losing interest or passion for the opportunity.
- If the process stalls, it's acceptable to follow up and inquire about the role's status. If things are moving too slowly or you receive other offers, don't hesitate to move forward with other opportunities rather than waiting indefinitely.

### 2. Common Reasons to Bow Out

- **Compensation:** If the compensation package doesn't meet your expectations or isn't clear.

- **Concerns About the Hiring Manager:** If you're unsure about the person you'd be working for, as it's never advisable to take a job for just one person.
- **Recruiter Pressure:** If a recruiter is pushing you into a role you're not comfortable with.
- **No Follow-Up:** If the hiring manager promised to get back to you on certain points but failed to do so.
- **Role Mismatch:** If the job is more advanced than your skillset or you feel you're settling for a survival job.

### 3. Addressing Hiring Bias

- **Hiring Bias Exists:** Jordana acknowledges that discriminatory and biased hiring practices persist, and while they cannot be eradicated, candidates can take steps to prevent, confront, or circumvent them.
- **Documentation:** Keep thorough records of job postings, email correspondence, and interview notes. In case of discriminatory behavior, these records can be essential if you decide to take action.
- **Know Your Rights:** Familiarize yourself with anti-discrimination laws like the Employment Standards Act (in Canada) or the Civil Rights Act (in the U.S.). Know the types of questions that can legally be asked during an interview.
- **Seek Legal Advice:** If you believe you've encountered discrimination, consider consulting with an attorney specializing in employment law. Legal professionals can help you understand your options and guide you through the process.

### 4. Providing Feedback and Navigating Bias

- **Constructive Feedback:** If you experience bias during an interview, you can choose to politely address the issue either during or after the interview. If you're uncomfortable confronting the interviewer directly, you can raise the concern with a recruiting consultant or HR representative.
- **Research Companies:** Before applying, research a company's reputation regarding diversity and inclusion. Check reviews, articles, and social media profiles to gather an accurate depiction of the company's culture.
- **Support Networks:** Network with peers, mentors, or advocacy groups to gain unbiased insights into the company or hiring process.

### 5. Anonymous Reporting and Whistleblowing

- There are anonymous reporting hotlines in Canada and the U.S. where candidates and employees can report discriminatory hiring practices. Utilizing these resources allows you to voice concerns without directly confronting the company.

## 6. Picking Your Battles

- While it's important to stand against discrimination, you should also consider the emotional and mental toll it can take. Sometimes, it's better to disengage from an opportunity and prioritize your well-being, especially if the company or manager shows no signs of improvement.

## 7. Horrible Real-World Examples

- Jordana shares disturbing real-life examples of discriminatory requests from hiring managers, including:
  - "I need a tall blonde with a big rack that can make a guy sign on the spot."
  - "No brown people."
  - "No accents."
  - "No immigrants."
- These examples highlight the reality of discriminatory practices still present in the hiring process and the need for candidates to be aware of them.

## Conclusion

Navigating the interview process requires recognizing when to move forward and when to step away. Trusting your instincts and being aware of red flags, whether related to the role or discriminatory practices, empowers you to make informed decisions. While hiring bias persists, understanding your rights, documenting interactions, and seeking support are key strategies to confronting or avoiding discriminatory behavior. By picking your battles and prioritizing your well-being, you can advocate for a better, fairer hiring process without sacrificing your mental and emotional health.