



Interview Follow-Up

Speaker	Words Spoken
<p>Carrie Whisel Talent Acquisition Project Manager Dicks Sporting Goods</p>	<p>I would highly encourage students to send a follow-up after an interview. I think what's really impressive is when you're able to not only thank them for their time, but also kind of creating a connection to the conversation you had. Show that personalization within that thank you note.</p>
<p>Manuel Ramos Emerging Talent Assoc. Recruiter PetSmart</p>	<p>Give us a few bullet points that we spoke about during your interview that really stood out to you. Be very concise and specific as to what you specifically spoke about with that interviewer. It doesn't have to be anything over the top or overly ornate. Just a simple, hey, thank you so much for your time. I look forward to hearing back from you. My availability for the rest of the week is X, Y, and Z, so that way you're making yourself as available as possible, but you're also simultaneously expressing that continued interest in the role and in the organization.</p>
<p>Tasha Ross Director, Talent Acquisition - Early Careers Warner Media</p>	<p>Make sure that you have excellent grammar and spelling. I remember from a previous role where we were going to hire someone. Everyone across the board was on board with this person, we loved this person, and then the thank you letter was just kind of full of errors all over the place, and they did not get the job. That actually ended up being a dealbreaker. So, it's really important to make sure that you demonstrate that attention to detail all the way through the thank you letter.</p>
<p>Carrie Whisel Talent Acquisition Project Manager Dicks Sporting Goods</p>	<p>I've even still gotten snail mail from candidates. So, it's always a nice gesture. I think that can go a really long way especially when the interviewers start to have conversations around who's next in line for an offer. It is certainly noted on the interviewer's end if they don't hear from you after the interview. I think it's going to be a differentiator long-term.</p>
<p>Manuel Ramos Emerging Talent Assoc. Recruiter PetSmart</p>	<p>There's always that sense of urgency so I would definitely err on the side of caution and say at least within 24 hours send a follow-up email response.</p>
<p>Tasha Ross Director, Talent Acquisition - Early Careers Warner Media</p>	<p>If you've met with multiple people, they each need their own thank you letter, and it shouldn't be the same exact letter. You had different conversations with all of them.</p>



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<p>Carrie Whisel Talent Acquisition Project Manager Dicks Sporting Goods</p>	<p>If you don't get a response from the interviewers when you send a follow-up note, I would connect directly with the recruiter and just inquire about next steps or confirm that there have not been any changes to your candidacy. I don't think you necessarily need to send a second follow-up with the interviewers but actually connect directly with your recruiter who's been helping you along with the process.</p>