



PACIFIC COAST HOSPITALITY

The Perfect Candidate's Top 10 List

The 10 attributes listed below are some of the qualities that companies try to ascertain from a candidate. These are just a few of the things they try to learn in an interview, from a resume, and from your references. These are in no certain order, but all are important.

1. **Your Image** - Are you well dressed & groomed professional? Are visible tattoos and piercings perceived as professional?
2. **Are You Results Oriented?** What have you accomplished with the team at previous jobs? How will you contribute to new company?
3. **Your Enthusiasm** - Do you have energy, passion and the drive to be successful?
4. **People Development Skills** - Who have you developed into leadership positions (crew leaders, managers, trainers)?
5. **Your Career Path** - Have you progressed in your career, positions or responsibilities?
6. **Your Values** - Is your belief system morally in tune? Family values, quality of life, no fraternization are a few that can be discussed. Never get into religion or politics.
7. **Your Follow Through Skills** - Have you been a part of any tasks or projects that have required your leadership, delegation and follow through?
8. **Your Leadership Skills** - What, in your opinion, makes a good leader? Think of a successful leader and their qualities.
9. **Are You "Hands On" or Not?** Being "hands on" is good but make sure you manage by setting a good example and not by how hard you work. Work smart not hard.
10. **Your Preparation** - Did you do your homework on the company and do you have realistic questions prepared. Remember that there may be questions requiring a thought process on how well you manage a certain situation whether it be a crisis...poor service, employee development, or positive...guest compliment or promotion. These require a series of steps on how you would handle them.