Raisons de ne pas embaucher / ne pas avoir d'interne

Avertissement à nos lecteurs

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Below are the 33 most common reasons why some people/companies do not want to hire interns. Some of these reasons may have merit and are understandable (lack of time, former bad experience, accuracy of operations…), however others are more irrational and subjective (prejudices).

For each reason, 3 or more suggestions to overcome them are provided.

Good luck!

1 NEEDS TIME TO BE TRAINED AND TO BE FULLY OPERATIONAL

- Select and suggest specific projects where you can be fully operational.
- Find out the required skills/knowledges (e.g.: Excel, strategy...) and gain/acquire those on your own, through self-learning and taking courses.
- Involve in company's social activities even before you start your internship. Develop a protocol or a manual listing values, processes, culture issues...
- Shadow training.
- Show your expertise (the one they may lack).

2 STAYS TOO SHORT A TIME WITH US (A FEW WEEKS) TO DO SOMETHING TANGIBLE/USEFUL

- Chose clear deliverables you can achieve within the time frame provided.
- Prepare for the interview (CV, achievements, job description...).
- Write a list of your strengths, and match them with the criteria needed for the position. Give clear examples of how you will contribute and create value for them (write a white paper…)

3 NEEDS TIME TO ADAPT

- Look for experience. Increase networking to discover new issues/techniques. Listen to people. Get involved and committed.
- Manage to be invited before your internship starts, in order to discover and understand values and processes of the company.
- Show your diverse experiences, have them mentioned in a recommendation letter.
- Take some time to adapt. Do you homework first, such as identifying: company's culture, company's clients/suppliers…

4 WILL LEAVE ME/OUR COMPANY, ONCE TRAINED AND FULLY OPERATIONAL

- Explore, with them, ways to extend the internship into a full time job and ... a career.
- Insist on the values you have in common.
- Secure them by stating your career goals.

5 DOES NOT HAVE THE RIGHT BACKGROUND

- Demonstrate energy.
- Illustrate, with real professional cases, the contribution you have generated capitalizing on your different background.
- Show them what makes you different and why it could be a plus for them.

6 WILL EAT UP MY/OUR TIME BEFORE BEING FULLY OPERATIONAL (COSTS > BENEFITS)

- Define tasks/projects with clear objectives/deliverables and deadlines.
- Carry out a "project" rather than an "internship".
- Emphasize long term benefits for the company... and you (establish a win/win relationship).

7 LACKS AUTONOMY

- Establish clear targets, deadlines and deliver more than expected.
- Propose a project and suggest goals.
- Let them know that you'll work independently, with no need for help.
- Sell your entrepreneurial skills.

8 LACKS EXPERIENCE

- Be proactive. Relate your skills to the company's needs (i.e. :soft skills, hobbies, general abilities...).
- Have freshmind and suggest new ideas.
- Prove that your past experience is relevant.

9 LACKS EFFICIENCY, IS NOT PRODUCTIVE ENOUGH

- Ask for less critical tasks at the beginning and develop a progressive plan.
- Don't stay idle or waste company's time ! Proactively ask to do more, seek new challenges and don't be afraid to ask for help.
- Show different approaches you may use to implement/carry out the tasks, using previous experiences, demonstrating soft skills.

10 DOESN'T FEEL COMMITTED [SINCE SHE/HE GETS A LOW PAY]

- Ask for extra work.
- Express your interest.
- Look for support from your colleagues before going directly to your supervisor. Come with a proposal to demonstrate your efforts to solve a problem.
- Show them how you like taking initiatives and has done it in the past.
- Take short terms responsibilities.

11 HAS NO SPECIFIC PROJECT/THEME/MISSION TO OFFER/CARRY OUT

- Conduct concrete projects with intermediate and final goals.
- Justify your cost by providing a tangible result that saves money or generates additional revenue for the organisation.
- Surf on the internet to identify most current and hot issues.

12 LACKS PROFESSIONALISM

- Agree on clear expectations.
- Clarify processes used in the company
- Have a clear view of the organisation culture before you start.
- Show commitment, work overtime and ask many questions.
- Tell the company that you worked in an intensive professional environment during your MBA.
- Talk about deliverables.
- Have short deadlines and clarify potential constraints.

13 LACKS MOTIVATION (SINCE INTERNSHIP IS COMPULSORY)

- Act as requested.
- Increase networking and share experiences.
- Propose internship without pay (for a first period of time).
- Quantify value of project/task in financial terms.
- Set objectives.

14 DOES NOT REPRESENT A GOOD INVESTMENT FOR ME/MY COMPANY

- Learn and adapt to the company's culture.
- Propose a project.
- Surpass expectations of your line manager.

15 DOES NOT TAKE INITIATIVE

- Ask for specific assignments in order to demonstrate your proactivity.
- Offer challenges.
- Mention the soft skills that you have, that they could use and benefit from.
- Show that you are aware of current trends and events in the industry (by reading relevant publication regularly).

16 MAY NOT BE UP TO MY STANDARDS

- Ask for advice and promote/move to higher standards.
- Identify their standards, measure the potential gaps and suggest initiatives/proposals.
- Prove your enthusiasm, persistence and commitment with examples taken from your past (extra) professional life.

17 DISTRACTS/DISRUPTS OUR ORGANIZATION

- Add new ideas, challenge to the status quo.
- Adopt a low key profile during the interview.
- Insist on the fact that you are reliable and prove it through examples of achievements carried out.
- Stress the fact that you have always reached the objective that you've been assigned to.

18 LACKS SERIOUSNESS

- Give 2 or 3 examples of objectives achieved within stringent time constraints and limited means.
- Insist on the fact that you appreciate humour but that you are serious and those can very well go together.
- Listen to what people say.

19 IS OFTEN ARROGANT

- Be punctual, respect dress code.
- Describe your past experience and stress your ability to adopt a low profile.
- Describe instances were you delivered something that was very important to your employer.
- Make sure to be respectful, always listen first.
- Realize that you are doing an internship, which goal is to learn.
- Say compliments, act respectfully.

20 LACKS THE RIGHT/SEASONED COMPETENCIES/SKILLS

- Demonstrate that you prepared thoroughly.
- Explore other skills they might need.
- Progress with experience on the job.
- Prove, with you past achievements, that "young" does not mean "immature".

21 IS USUALLY IMMATURE

- Act formal.
- Demonstrate that you have experience. Highlight it through achievements you have carried out.
- Prove your professionalism.

22 DOES NOT FIT INTO MY BUDGET

- Ask them what sort of budget they have.
- Describe and value your potential contributions (increase of gains, decrease of costs, avoidance of errors).
- Identify fringe benefits or perks they could offer you (that do not cost them a lot and represent a lot for you).
- Say you are ready to open negotiation.

23 GENERATES CONFIDENTIALITY ISSUES (EITHER TALKS TOO MUCH OR HAS NO SENSE OF WHAT IS CONFIDENTIAL)

- Identify ethical issues and practices of the company. Suggest to sign a document to respect their confidentiality.
- Pre-decide specifics and achieve those deliverable (i.e. : 3 short term and 3 long term ones).
- Share your values with them and insist on your ability to be discrete.

24 HAS NO KNOWLEDGE OF MY ORGANIZATION/THE WORLD OF WORK

- Describe non professional achievements that highlight your skills and ability to take initiatives, decision a, responsibilities and reach your gaols.
- Do your homework first (research on internet, visits the field, talk to competitors…).
- Share your professional ambitions and goals and how keen you are to reach them.

25 IS FREQUENTLY ABSENT (SICK, COMMITMENTS…)

- Provide concrete deliverables.
- Show dedication.
- Show them your attendance records and underline that you are very seldom sick.

26 DOES NOT LIKE AND/OR WANT TO TAKE RESPONSIBILITIES

- Illustrate with 2 to 3 (extra) professional examples how you have successfully taken responsibilities in the past.
- Measure the financial contribution that you have generated for an employer (in the past) through responsibilities you have taken.
- Stress the fact that your maturity makes you appreciate taking responsibilities.

27 LACKS SOCIAL SKILLS

- Ask them which are the 3 most important social skills one should possess in their environment and prove that you have them.
- Give 2 to 3 (extra) professional examples that can best illustrate you social skills.
- Make a list your specific knowledge skills (hard skills) , transferable skills (soft skills or talents or competencies) and self management skills (social skills) and share this list with them.

28 GENERATES COMMITMENTS TOWARDS HER/HIS SCHOOL?

- Illustrate your adaptive skills through responsibilities you have had and achievements you have reached.
- Prove them, with past examples, that this has never been an disuse.
- Stress the fact that your school is not involved in the process, does not interfere but is only dealing with the evaluation

29 COMPLAINS OFTEN/ALL THE TIME

- Describe (shortly in less than 1 minute) that you are a born optimist, although you ran into a lot of difficulties and obstacles in your live.
- Illustrate your positive attitude when facing problems.
- Tell them that you only pick up the right battles.

30 IS NOT PRACTICAL (TOO ACADEMIC)

- Avoid academic jargon.
- Describe the type of school you attended where active methods are key in the learning process.
- Illustrate, through examples, your "down to earth" nature.
- Talk their language.

31 WILL GENERATE ADMINISTRATIVE WORK [AUTHORIZATIONS, LEGAL PAPERS…]

- Do your homework before seeing them and go see them with problems solved.
- Meet 2 or 3 interns that went though the process and ask them for advice and tips.
- Tell your employer, in less than one minute, the steps to be taken ,

32 MAY HAMPER MY JOB/TAKE MY JOB/REPLACE ME

- Be punctual.
- Get work done on time (deliver it slightly before target time/date).
- Insist on your attraction by the technical side of things rather than power.
- Keep a low profile at all times.
- Perform well in order to complement your position.

33 GENERATES ADDITIONAL COSTS WHICH ARE NOT BUDGETED

- Show signs of commitment.
- Work for free and be ready to accept small pay.
- Prove them that you have always justified yourself economically.