



Say This, Not This: Interview Edition

Hiring managers want to hear confidence, preparation, and alignment. Replace vague or negative phrases with clear, value-driven answers that show you're invested in the role and the company.

1. Show Interest in the Company

- ✗ **Not This:** "I don't really know what your company does."
- ✓ **Say This:** "I'm impressed by [specific project, initiative, or value] and excited about how I could contribute."

Why: Lack of research signals disinterest. Show you care about the company and the role.

2. Frame Challenges Constructively

- ✗ **Not This:** "I hated having to deal with X."
- ✓ **Say This:** "I found [specific task/policy] challenging because it limited autonomy, and I learned [how you adapted or solved it]."

Why: Strong or divisive language like "hate" or "don't" make you seem negative. Reframe as an "I statement" to demonstrate reflection and problem-solving.

3. Highlight What You Enjoyed

- ✗ **Not This:** "I didn't like anything about my last job."
- ✓ **Say This:** "I really enjoyed [specific responsibility/project] because it allowed me to [impact/result]."

Why: Hiring managers want to hear what motivates you, not just complaints.

4. Speak Positively About Previous Employers

- ✗ **Not This:** "My last manager/company was terrible."
- ✓ **Say This:** "I learned a lot from my previous role, and I'm looking forward to applying that experience here."

Why: Negative talk can signal bitterness. Framing past experiences constructively shows that you can see value even in challenges.

Takeaway: Come to the interview prepared, positive, and confident. Show that you've done your research, speak with enthusiasm about the company, and focus on solutions, growth, and what motivates you. Present yourself as thoughtful, professional, and genuinely invested in the opportunity.