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CAREERS: Address liabilities during the interview

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At a job interview, try to uncover any outstanding issues by asking, "Is there anything about my background that I can clarify that might otherwise prevent a next step from taking place?" according to Dan Silver, director of career development at Team Builders Plus in Cherry Hill.

In the event that a potential employer identifies a "background liability," Silver recommends following these steps:

Acknowledge the concern and show you are grateful for the opportunity to address the issue.

Qualify the job requirements. Once the potential employer agrees with your understanding of the position, the conversation has moved back to the core needs of the job, not the liability.

Ask "If I can further illustrate that these are areas at which I have excelled by delivering significant benefits to previous companies, would that at least partially allay your concerns?" Chances are high the interviewer will agree.

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