

Body Language

When we are speaking to somebody face to face our body sends out clues that add meaning to what we are saying. Certain gestures or facial expressions can either support or annihilate what we are saying. During any conversation, we are constantly analysing our interlocutors' movements, expressions, clothes, intonation etc. These clues provide us with a lot of information regarding their honesty or trustworthiness. The actual words somebody uses only account for 7% of the meaning. The other 93% is made up of gestures, intonation, facial expressions etc.

Since we rely on our intuition to judge people correctly when we meet them in person, job interviews are so important. They provide the recruiter with the information he or she needs to decide whether or not somebody would make a fit colleague.

Even though face to face interaction often offers us reliable information about our conversational partners, things can also go wrong. It is possible to interpret somebody's nervous behaviour as unreliability or even arrogance. When we meet somebody for the first time we make up our minds about them during the first seconds. It takes a long time to correct this image.

When body language is transmitted incorrectly, this is called noise. There are a few kinds of noise which can cause problems during the recruitment process.