



BAD JOB APPLICATION

BINGO

Applying for a job OR hiring for one can feel less like a process and more like a game you didn't agree to play. Applicants, how many of these all-too-familiar moments have you experienced in your job search? Employers, take note—if any of these squares sound familiar, you could be unintentionally driving away vital talent.

B	I	N	G	O
Ghosted after an interview	Auto-rejection within minutes (clearly AI)	Entry-level role requiring 5+ years experience	Application portal times out & deletes everything	4, 5, 6+ interview rounds
Personality/psychometric test for "culture fit"	Position reposted after interviewing for it	Vague feedback when rejected after multiple interviews	Salary listed as "competitive" but no range is shared	"We went with an internal candidate"
Asked to complete unpaid project/sample work	Interviewer shows up late or unprepared	Free Space	Degree requirements unrelated to the position	Interview panel asks questions already answered in your resume
Job description doesn't match interview discussion	Months long wait for an "urgent hire" position	Position is eliminated after a lengthy application process	"Hybrid" role turns out to be mostly in-office	Learned the position was filled when a new hire was announced
Filling out a job history form after attaching a resume	Asks for salary history before disclosing pay range	Different interviewers give conflicting information about the role	One-way video interview request	Disqualified for being a month shy of an experience requirement