

## **SHRA/CSS/DMSS REASONS FOR NON-SELECTION (PEOPLEADMIN 7)**

1. Declined interview
2. Withdrew from consideration
3. Unable to contact
4. Applicant has less directly related education and/or experience than selected candidate(s)
5. Applicant has insufficient skill level
6. Applicant does not meet the preferred education and/or experience requirements as advertised
7. Applicant has poor work history
8. Application review shows poor written communication skills
9. Applicant could perform required duties only after extensive training
10. Interview revealed inconsistency with application information
11. Interview demonstrated unacceptable communication skills
12. Interview showed lack of understanding of the scope of the position's duties
13. Reference information less favorable than candidate(s) selected
14. References not compatible with job responsibilities
15. Unable to check references
16. Other