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When a prospective employer makes unreasonable demands on you before things start to get serious, its a strong signal to hit the road. 当一位未来雇主在工作还没正式之前就提出了无理要求，那么明显说明你需要“跑路”了。 Job seekers have issues to keep them up at night. They worry that the beautifully crafted cover letters theyre sending off wont be read and that plum jobs will go to less deserving candidates. They worry that their r é sum é s dont showcase their shining accomplishments well enough to command the six-figure offers theyre hoping for. If theyre job hunting while working, they worry that a stray comment by a hiring manager or human resources screener to the wrong person will make its way back to their own boss. 有些事情让求职者夜不能寐。他们担心发出去的制作精美的简历没人读，肥缺被不如自己的人获得。他们担心简历没有充分展示自己的光辉成绩，那些成绩足以为他们赢得一份六位数薪水的工作。如果他们是一边上班一边找工作，他们会担心招聘经理或人事和一个错误的人说漏嘴，而那话会传到自己老板耳朵里。 These are all reasonable worries.

Personally, I worry about something else on behalf of job-seekers everywhere. I worry that theyll tumble into The Vortex and accept a job they should have scorned. 这些担忧都是合理的。就个人而言，我倒为天底下的求职者们担心别的事情。我担心他们会误入“漩涡”，接受一个本来会去鄙视的工作。 Whats The

Vortex? Its the set of forces that overtakes a job seeker when he or she is deep into the selection process, somewhere between the first and third interviews, when the employer begins to send signals that hes interested. The Vortex is deadly, because in the face of all that approval and positive feedback (way more, in many cases, than we get on our jobs most of the time), its easy to lose ones head. Its easy to overlook slights and red flags that should warn us away from dangerous waters. Its easy to get sucked into The Vortex and let our brains override what our instincts are telling us: that no matter how much wining and dining and affirmation is involved, some companies dont deserve our talents. “ 漩涡 ” 是什么？是在应聘过程中控制求职者的那种力量，通常在第一次面试到第三次面试之间、当雇主开始表示出兴趣，求职者就会感受到这种力量。“ 漩涡 ” 是致命的。因为面对一切赞许、积极反馈(多数时候比我们在工作中遇到的多的多)，很容易失去自我、忽视那些警告我们远离“ 危险 ” 的征兆。人们很容易被卷入“ 漩涡 ”，我们的大脑会忘了直觉：不论有多少好处，有些公司不值得为其效力。 If we end up taking a job because of Vortex effects, well regret it, and we know it. Thats why weve created this list of Six Reasons to Run from a job opportunity, no matter how pleasant and charming the company representatives are, and no matter how much latte, red wine, and discussion of end-of-year bonuses is involved. 如果我们在“ 漩涡 ” 效应下接受了一份工作，那么就会后悔。我们心里也明白这一点。这就是为什么我们制作了这份“ 拒绝工作机会的六个理由 ” 清单，不论公司代表多么令人愉快、有魅力，不论喝上多少咖啡、红酒、

讨论多少次年终奖金。(You'll see that our list makes liberal use of the notion of Strong Mutual Interest. Each of us must determine on our own when SMI has been established, but it usually happens between the first and second interviews.) (你会发现我们的清单中自作主张地用到了“强烈的共同利益”概念。我们每个人都必须自己决定什么时候建立SMI，但通常是在第一次和第二次面试之间。) Heres our list of Six Reasons to Run: 以下就是六个“逃之夭夭”的理由：1) Your employment references are requested before a strong mutual interest is established. 在建立SMI(注：“强烈的共同利益”关系)之前，你被要求提供就业推荐人。 Any employer who values a job candidate also values his or her time and relationships. When a headhunter or company recruiter tells you "Well need to call your references" too early in the game, theyre sending a signal that the valuable time of your reference-givers is not nearly as valuable as the time that the company would waste in interviewing you before checking up on you. Your cue to bail. 尊重求职者的雇主也一样会尊重他/她的时间和关系。当一位猎头或招聘公司过早地告诉你“我们需要打电话给你的推荐人”，这意味着你的推荐人的时间远不及在核查前面试你的时间那么宝贵。这是提示你该“走路”的征兆。2) The employer asks for your Social Security number or your approval for a credit or background check before strong mutual interest is established. 在SMI建立之前，雇主询问社会保障卡号、或要你同意对你的信用、背景进行调查。 When a company says, "We need to check on you before we can spare the time to talk with you," its time to get out of Dodge. A talent-focused employer will call you for a

phone interview (at a minimum) before bothering you for personal information that they won't require if they don't make you a job offer. This type of batch processing shouts, "Get in line to genuflect." Keep looking. 当公司说“我们先要查实一下你的情况之后才有时间和你交谈”，就应该是逃离“骗局”的时候了。以人为本的雇主在调查你的个人情况之前会对你进行(至少)一次电话面试。如果他们不打算给你机会则不会要求你提供个人信息。这种“整批处理”的含义是“排队磕头”。要小心。 3) You're sent a questionnaire (not a job application) or online test to complete before you've had any human contact with the employer, including a phone call. 在和雇主进行任何接触之前(包括电话)，就要求你填写一份调查问卷(不是申请表)或在线测试。 When a company makes its selection process more efficient by shoving tests in your face before so much as chatting with you, they're sharing their views on reciprocity. "Prove to us that you're worth our time" is not the message that a talent-aware employer sends to the talented people applying to use their talents on its behalf. Reciprocity works in the same that permission-based marketing does. you give something to get something at every step in the process. A smarter company will chat with you, answer your questions about the job, and then ask, "Would you mind filling out our questionnaire, as the next step in the process? Can I answer any questions for you, to help you feel comfortable investing more time in our company?" 当公司还没有和你说一句话，就让你做测试来提高选拔过程效率，他们表达的是“互惠”。“向我们证明你值得我们花时间”不是一位有人才意识的雇主会给那些想要申请来发挥才干的

人发出的讯息；“互惠”和基于许可的营销的运作方式是同样的，在这个过程中每一步你都要给出某样东西来获得某样东西。聪明的公司会先和你交谈，回答你有关工作的问题，然后再问：“下一步你介意为我们填写调查问卷吗？我能为您在让您为我们公司投入更多时间上提供任何问题的解答吗？” 100Test 下载频道开通，各类考试题目直接下载。详细请访问 www.100test.com