

GET THE JOB

Asking for Feedback After a Rejection

Learning From the ‘No’ Without Burning a Bridge in a Job Hunt

You made it through the interview, maybe even a second round — and then came the rejection. It stings, especially when you felt like things were going well. But even when the answer is no, you might still be able to walk away with something valuable: insight.

Asking for feedback can help you improve your approach, clarify what went wrong (if anything) and sometimes even keep the door open for future roles.

TIMING AND TONE MATTER

Give it a little time. Don't ask for feedback within minutes of getting the rejection — give it a day or two, and keep your message short, respectful and positive.

A good approach might be:

“Thank you for the opportunity to interview. While I'm disappointed, I appreciated the chance to learn more about your team. If you're open to it, I'd be grateful for any feedback that might help me grow in future interviews.”

Avoid sounding frustrated, bitter or overly persistent. You're asking for a favor — not demanding an explanation.



YOU MAY NOT GET A RESPONSE

Some companies have policies against sharing feedback. Others may not have the time. If you don't hear back, don't take it personally.

Even so, many hiring managers are happy to offer a few

comments — especially if you made it far in the process. You might learn that the team went with someone more experienced or that another candidate was a better cultural fit. Either way, you've shown maturity and professionalism by trying to reach out.

USE WHAT YOU LEARN AND STAY CONNECTED

If you do receive feedback, reflect on it honestly. Are there things you can improve? Could you tailor your answers more? Were your qualifications a mismatch for that specific role?

You don't have to overhaul everything — but small adjust-

ments can make a difference next time.

And if the interaction felt positive, keep the connection. Let them know you'd be interested in future openings. Hiring needs change, and a thoughtful follow-up now could lead to another opportunity down the road.