

Recruiter Advice on Professional Attire Expectations, 2015

Review recruiter input on appropriate professional attire. Notice in this compilation of recruiter insights that there is need to be observant, ask questions, and be cautious in determining what is appropriate for a specific workplace culture. Clearly, dress codes differ substantially across workplaces and have impact on perceptions of work performance.

“We expect candidates to be brand appropriate but a little more elevated for the interview, think *Business Casual*. If you interview at a company, it’s always acceptable to ask your recruiter what dress code is used or what you should wear. We usually tell men not to wear a suit or tie but nice slacks or dark jeans with a button down would be appropriate. For women, we tell them also not to wear a suit or be too formal. They are your best guides to the corporate environment.”

Leading Fashion Design and Retailer

“Be an aspirational brand customer on the day of interview. Wearing a suit head to toe at a design interview is not showing you have a creative spirit.”

Leading Fashion Brand Design Studio

“I expect clean, neat, appropriate attire (as a former CEO once said a bit graphically: no butts, bellies, or boobs). This is a very casual environment so denim, t-shirts, hoodies, sandals, tennis shoes, are all allowed. It lowers my respect for an individual and diminishes their credibility when they are ultra casually dressed or sloppy. This is disrespectful of company and positions. I myself prefer dressing as if an outside vendor customer would be coming any day. Our New York office is much more formal, men usually in suits with or without ties.”

Leading Fashion Product Development Division

“I leave it up to my team to determine work appropriate ‘Professional Dress’ for the day and/or situation. If the day is full of interactions with internal customers, a person may adjust what they are wearing to the circumstances. On Friday’s where things tend to be more casual we see more denim. Being aware of the company and culture are key. What you might wear to one job interview may not be appropriate to another. Once you are part of the company, look around. It is a quick and easy way to see what people are wearing and what is appropriate. Be aware what managers and other leaders are wearing.”

E-Commerce Department of Leading Fashion Retailer

“In the interview, I expect business attire, a man in a suit and tie and a woman in business attire. I also expect minimal cologne and perfume. There are many workplaces in our company. To simplify, I’ll discuss front of the house where employees come in contact with clients and consumers. Business casual to business chic with clean, crisp, well-groomed attire, we are after all a fashion company! Back of the house are production and non public access areas where casual is fine: blue jeans, casual t-shirts, etc. Of course offensive clothing is never allowed. Dressing inappropriately would warrant a discussion. If

continued, a series of warnings first verbal and then written will be given with expectations that professional dress codes are observed.

Vertical Global Fashion Production and Sales Company

“ Our organization’s workplace supports *Business Casual* Monday through Thursday. *Casual Friday* is the only day jeans are allowed. However, anytime we visit clients, formal professional attire is required. Employees who appear for work inappropriately dressed will be sent home and directed to return to work in proper attire. Talk to your supervisor if you have questions as to what constitutes appropriate attire. We also recommend wearing more formal attire for interview and to wait for interviewer to suggest less formality in a second interview”.

Global Supply Chain Logistic Company

“I would expect an interviewee to be professionally dressed (at least with a jacket). Please relay that career fairs where students come and speak with reps are basically a first brush at interview and we have noticed when students don’t take the time to appear clean/neat/presentable. Fitting into a company culture is always a factor in job performance review—whether or not every facet is outlined in a written policy.”

Agricultural Products Company

“We dress to the level of the client. We are a younger company (average age employee is 29) and we want our clients to take us seriously, so dressing professionally is part of that. Splurge on an interview outfit. Buy a well-made suit and wear it to each interview, you will get your money’s worth. You can easily switch up a look by changing the shirt or blouse underneath it. If you look good, you might feel more confident and that will help you through the nerves of interviewing.”

Technical Consulting Company

“Our technology company has a very casual workplace, so you would find all manner of dress on our campuses. We range from super casual, jeans and t-shirts, to *Business Casual*. We have no set policy, other than to use one’s common sense for the role. For interviews I’d dress nicely”.

Technology Product Development Company

“Most of our folks dress casually as they spend quite a bit of time in the field. Jeans, t-shirts, baseball hats, and boots are the norm. Office staff is slightly better dressed. In almost all of my previous jobs I had to dress much more professionally. One of the attractions in working here is the casual nature of our dress code.”

Large Agriculture Company with 10,000 acres of crops