



NEWS & VIEWS

Top 5 Recruiting Myths – Busted

Millions of interviews take place every year and with that comes a number of myths about the recruiting process. For one reason or another, these myths have become commonplace and dispelling them becomes an important issue. The following list summarizes the five most common recruiting myths.



Myth #1 – Good interviews always select the best employee

Managers hire unqualified people every day. Many qualified candidates simply lack interviewing skills. Nerves and other factors can also affect a candidate's ability to interview well. Unqualified candidates with very refined interviewing skills often get the job because they present themselves well and appear to 'fit in with the team'. It is important to understand this disparity and to use more than the interview in making your decision.

Myth #2 – Good questions reduce hiring errors

Good questions are essential but are fallible. Many hiring managers think that asking good questions will result in good answers and that's it. Listening, observing and adjusting the interview is as important as a list of good questions.

Myth #3 – Degree or No Degree?

Although having a degree is usually a huge plus, some extremely talented candidates may not have the degree employers desire. Life experience, work history, hobbies, and personal disciplines can sometimes compensate for not having a degree. Don't make assumptions. If the resume of a candidate with no degree is appealing, consider giving him or her a chance.

Myth #4 – An HR manager or recruiter decides who gets hired

HR managers and recruiters generally have little input in the actual hiring. Higher-level managers usually make the hiring decisions. However, the recruiter and HR manager play an important role in the initial screening of candidates. They weed out the bad and present the good candidates to those who make the hiring decisions. However, without a great candidate, there can be no great hire.

Myth #5 – Managers should hire as many people as they think they need

It is important for managers to realize the financial issues that could arise when hiring candidates. Financial offers must take into account departmental budgets and allocate dollars to determine the growth capabilities. Hiring more employees than the company can realistically afford can quickly drive your company into financial trouble. Always be cautious about hiring in anticipation of growth or sales. A realistic strategic recruitment plan can eliminate costly errors.

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