

On-Site Financial Presents:

Top 10 Recruiting Myths – Busted!

Original Source: This article is courtesy of Careerbuilder.com, via the MRI Network.
http://www.mrinetwork.com/articles_companies/recruiting_myths.htm

1. Good interviews always select the best employee
2. Good questions reduce hiring errors
3. Experience does not compensate for the lack of a degree
4. An HR manager or recruiter decides who gets hired
5. Managers should hire as many people as they think they need
6. Testing is more important than interviewing
7. Candidates who have a history of success will have a future of success
8. Structured interviews are the best approach
9. Testing candidates is too risky in today's litigious environment
10. The 'perfect fit' employee is out there somewhere
11. On-Site Financial, Inc.

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 a prominent issue. The following list summarizes the ten most common recruiting myths.



1.

Good interviews always select the best employee.

Managers hire unqualified people every day. Many qualified candidates simply lack interviewing skills. Nerves and other outside 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. Additionally, do not spend months trying to make a bad hire into a good hire. Managers often know within a few weeks if a new employee is going to be a weak contributor. If the wrong person was hired, take the appropriate action and see if your number two candidate is still available.

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. By noting how the candidate reacts to the questions, and listening intently to the details of the answer, the interviewer can learn much more about the individual and reduce hiring errors.

3.

Experience does not compensate for the lack of a degree.

Although having a degree is usually a huge plus, some extremely talented candidates may not have the degree you 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.

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.

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 determine departmental budgets and allocate dollars to determine the growth of headcount. 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.

6.

Testing is more important than interviewing.

Recruiters should rely on tests, interview performance, resume, background information and references. Tests can evaluate aptitude, or how a person reacts to a given situation, but

will not paint a complete picture. Good interviews and background research will reveal more about the 'whole person'. Only through leveraging all these, can your company find the best candidate.

7.

Candidates who have a history of success will have a future of success.

History is important, but is only one piece of the puzzle. A candidate's ability to succeed is strongly influenced by the environment in which, and the team with whom they work. Never ignore a candidate's history, but be sure to consider other factors contributing to the success if you are tempted to rely heavily on history as a determining factor in the hiring decision.

8.

Structured interviews are the best approach.

Many people who conduct interviews possess no interview training. To avoid issues with untrained interviewers, companies implement structured interviews that ask each candidate the same questions. This can be a terrible approach because companies neglect the listening, observing and testing nature of the interview. However, Starbucks has used a structured interviewing format and succeeded in the past. Because not all companies will be able to achieve the same level of success as Starbucks, it is important to note that a structured interview may only result in a one-dimensional view of the potential candidate.



9.

Testing candidates is too risky in today's litigious environment.

Not testing candidates presents greater risk. Testing candidates is critical because it is important to know how the candidate will perform under certain pressures and job requirements. Some people argue that interviews can get too personal and are an invasion of privacy. However, under the Uniform Guidelines on Employee Selection Procedures (http://www.dol.gov/dol/allcfr/Title_41/Part_60-3/toc.htm), any interview process has to be as valid and reliable as personality tests, ability tests and background

checks. Through a test, the recruiter can see how a person acts and if they will be a problem down the road if he or she is hired.

10.

The 'perfect fit' employee is out there somewhere.

All hiring managers would like to think that the 'perfect fit' employee is out there somewhere. It is possible, but unlikely that the perfect employee will be found for every open position. When hiring, consider a different approach. Look for a 'good fit' employee and allow some flexibility in the job duties, allowing the employee to leverage his or her individual's strengths as the job evolves. That 'good fit' candidate may redefine the job and help take your organization to the next level.

11.

On-Site Financial, Inc.

On-Site Financial, Inc. Provides Accounting Job Search, Finance Job Search & Executive Search Expertise For Portland OR, Seattle WA, & Vancouver WA:

For Accounting & Finance Job Candidates - Building great accounting departments starts with great professionals. With more job opportunities, resources, market tips, and connections, we will help you manage your career and find the right opportunity.

- [Find Out More About On-Site Accounting & Finance Job Recruiters Here](#)
- [Find More On-Site Financial Accounting & Finance Career Advice Articles Here](#)
- [Find The On-Site Financial Accounting & Finance Jobs Database Here](#)
- [e-mail Your Financial And/Or Accounting Career Resume Here](#)

Contact Hank Heath at 503-224-0797 x105 - hheath@onsitefinancial.com

For Employers - We have more powerful, quality solutions to help you build the accounting or finance department that you want. We know it's more than filling the position, we'll help you find the right person for your company's unique needs.

- [Find Out More About On-Site Accounting & Finance Job Recruiters Here](#)
- [Find More On-Site Financial Accounting & Finance Career Advice Articles Here](#)

Contact Hank Heath at 503-224-0797 x105 - hheath@onsitefinancial.com