While recruiting a new employee, the employer should pay more attention to their personal qualities, rather than qualifications and experience. To what extent do you agree or disagree? Give your opinion and include relevant examples.

Recruitment in companies or organizations usually is time-consuming and high-risk process and the most convenient method for assessment of job applicants in this process is reviewing their resumes including their experience and qualifications. However, it appears that some other features in job candidates, usually behavioral and personality, are more valuable that a long ideal resume.

There is a substantial gap between what people learn in colleges or universities and what they have to do in the workplace. If recruiters only focused on candidates' qualifications, they would not be sure how candidates could employ that learning in real tasks. For tackling with this issue, some employers consider candidates' experience plus their qualifications. Although this method can help employers to sieve candidates, there is no guaranty that experienced people are able to fit open positions.

Firstly, it would be difficult to find exactly related experience for a special position and even if you find it, each person's experience is unique to a particular task. Secondly, being an experienced person does not mean that he is an ideal employee. There are many people with long-time experience who are not able to do their duties and cooperate with the other staff due to some personal issues or special characters. For instance, some veterans of recruitment know that passion outweighs experience as it can build a long-term relationship with employees who are interested in staying in their companies. In addition, having a learning mindset, employees will likely grow quickly into the role and can compensate their lack of experience while usually "you can't teach an old dog new tricks" as the saying goes.

In conclusion, while experience and qualifications are certainly important skills to bring to the job, it is not the most important characteristic when hiring a qualified candidate. We should examine in job seekers' mindsets, attitudes and personal character to conclude who are is eligible.