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.

In today's highly competitive world, companies do their best to acquire members who can be an integral part of their success. While the qualifications and experience of a new member are critical to determining his/her future in a business community, I believe personal traits should be prioritized during recruitment.

Firstly, it is possible to gain knowledge and experience by the passage of time while personal characteristics are often believed to be inherent. Having been recently recruited, new employees generally are required to be trained and acquainted with the work environment, which can be time-consuming. Thus, the knowledge and expertise that they bring might not appear to be vital for the firm. For instance, freshmen are often expected to be naïve yet enthusiastic about the territory they just entered. The verve which comes along with new recruits is an asset and can and should be exploited to serves as a motive to foster the business. So crucial is this eagerness that many experts maintain the belief that this should be the first and most important item on employers' agenda. There are numerous examples of thriving companies which has have flourished or even been founded by not only so-called "underqualified" staff but university drop-outs such as Microsoft or Apple. However, as many psychologists suggest our personality is almost shaped by a certain age, so changing it and adapting to a new environment cannot be always an option for many people.

Secondly, the personality of an individual is what can make the work atmosphere pleasant or at least tolerable for other employees. Although a firm can take many advantages of a well-educated and well-experienced member, it is more in need of being a desirable place for its staff. If a person, who may happen to hold many certifications or to have graduated from a prestigious university, does not behave properly, she can cause conflict and/or trouble rather than success for the company. Therefore, with great tact, a newcomer is able to create an environment in which his performance along with his colleagues can be remarkably boosted.

In conclusion, although the role of qualifications and experience in gaining new members is undeniable, I am of the opinion that personal qualities should come first through its their unquestionable merits.