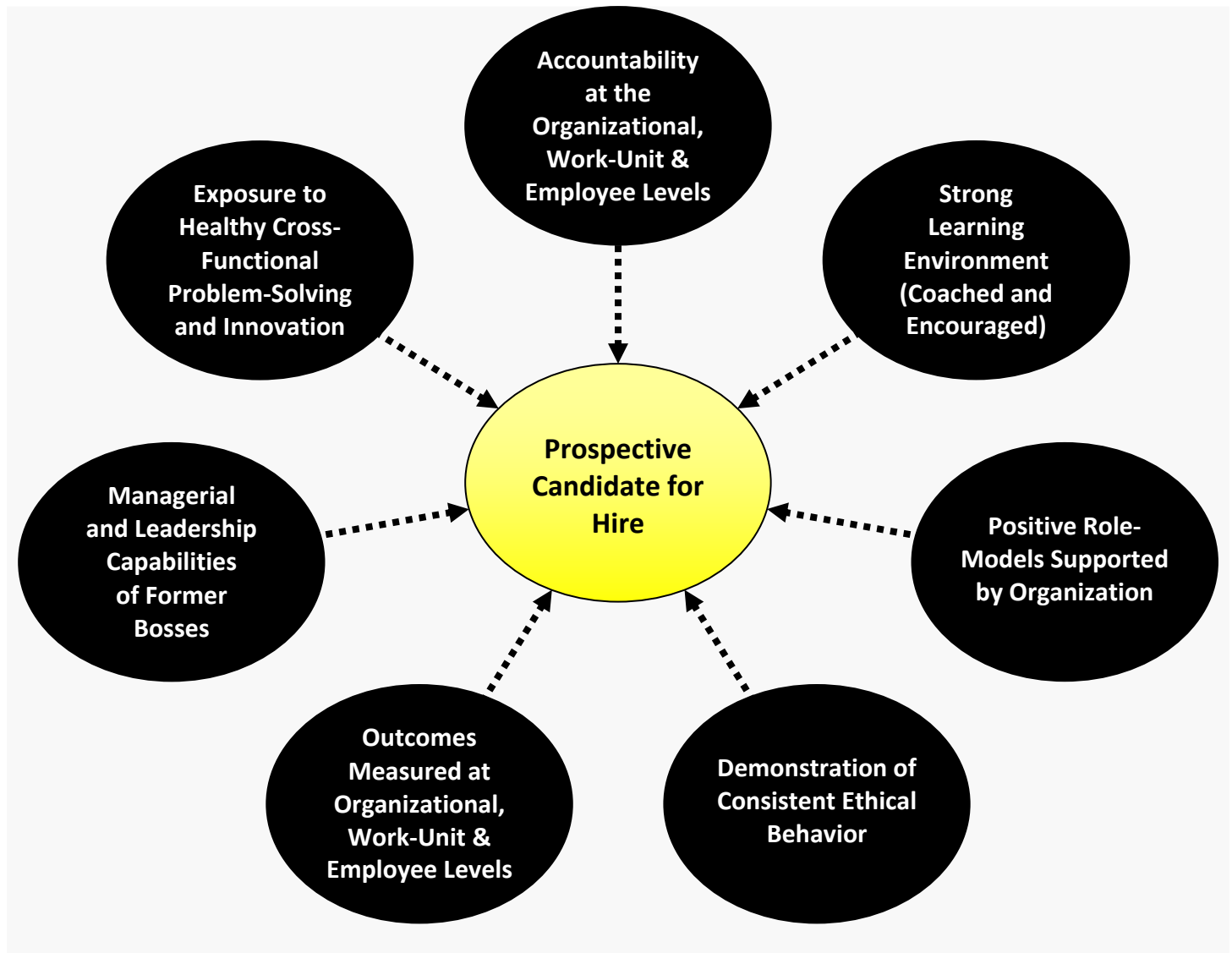


CAUTION! – Work Experience May Not Be All It’s Cracked-Up to Be

I believe the length of an applicant’s “experience” can be of little value unless the hiring manager is aware of the factors listed in the diagram below. As the diagram attempts to reflect, all of us are influenced and shaped by these factors, to some degree, while we acquire work experience. Arguably, it’s the forces of “nature versus nurture,” in the workplace. Although, it may be impossible to determine to what degree these factors played a role in the career development of an applicant, HR and the hiring manager must attempt to keep the key areas listed in the diagram within the mental “frame” used in the selection process. Failure to do so, can result in very poor hiring decisions.

Positive Forces in the Development of an Employee



If you are interested in learning more about this subject matter or other ones, please visit my website at www.momentumhrservices.com. I am offering all new clients a free two-hour consultation with no strings attached.

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