

TEN RECRUITING MYTHS: PLAUSIBLE, BUSTED OR CONFIRMED

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Over the years, some clients and candidates have shared comments around false pre-conceived notions about recruiters. Others have had negative interactions with some. There are questions regarding the role of recruiters and the services they provide. To dispel some of these concerns, I present to you [Ten Recruiting Myths: Plausible, Busted or Confirmed](#).

1. RECRUITERS DO NOT RETURN PHONE CALLS

Plausible. All recruiters do not offer the same level of professionalism. Some do not return phone calls. Most effective, organized and successful recruiters are extremely busy interacting with clients and candidates throughout the day. Time is a limited commodity. Their first priority is to allocate time and attention to finding the best roles for existing candidates. It is difficult to personally follow-up with every resume submitted or message left in voicemail. However, recruiters should always act professionally with the candidates that they have either presented or placed with a client. One should expect a phone call or follow-up if the recruiter you have been working with has submitted your résumé and has presented you to their client. On the other hand, if you have called a recruiter about an opportunity that you are grossly unqualified for, the recruiter will make an assessment and decide that a follow up is not warranted.

2. CANDIDATES DO NOT HAVE TO KEEP RECRUITERS UPDATED THROUGHOUT THE INTERVIEW OR OFFER PROCESS

Busted. The candidate should be honest and forthcoming throughout the entire recruitment process. When applicants keep the recruiter out of some of the process, this can negatively impact the success of the outcome. The more information is shared with the recruiter, the less is the risk of misunderstandings or missing context. There must be open communication from the initial and ongoing interviews through to the offer stages. Typically, the recruiter has confidential knowledge that cannot be shared with a candidate. Yet, this information provides valuable insight to facilitate a fluid and rewarding experience. It is important to remember that the recruiter's focus is your being offered an employment agreement. It is clear that the burden of fruitful outcome lies both with the recruiter and the candidate. At the end of the process, the recruiter too is seeking remuneration for professional services rendered. This only occurs when there has been a successful placement.

3. RECRUITERS DON'T REALLY CARE ABOUT CANDIDATES

Busted. The best recruiters really do care. Recruiters know that people are their business and their livelihood. Good recruiters are identified as those who conduct their business with the highest standards of professionalism, and moreover are those who extend to all persons, the utmost respect, integrity and responsiveness.

4. RECRUITERS DON'T PLACE MANY CANDIDATES AND OFFER LITTLE VALUE

Busted. While companies focus on their core competencies, they prefer to leave the non-core activities to outside organizations such as recruiting firms. Companies regularly positively affirm to the benefits of establishing a relationship with a highly skilled recruiter.

Most recruitment firms work on a “contingency” basis. This means that the recruiting agency only gets paid when, after finding the best candidates, both the client and “the” candidate have agreed to an offer. The best recruitment agencies have to offer value (robust candidate and client network), not only to the client by finding the best candidates in the least amount of time, but also to the proposed candidates.

Effective recruiters usually take a consultative approach to the placement process. The initial meeting with a candidate should include a resume review, understanding the candidate’s vision, expectations, wants, needs, and the reason for the job search. If the current work situation is not a fit, the recruiter does not wish to place one in a similar situation. Lastly, there is a review of the role(s) that the recruiter is looking for. If there is a fit, one can expect a request for a meeting. If not, it still does not hurt follow up with the recruiter. Conclusion: the best recruiters do offer significant value.

5. RECRUITERS ONLY WORK FOR THE COMPANIES THAT PAY THEM AND NOT FOR THE CANDIDATE

Busted. The best recruiters work for both the client and the candidate. Since both are equally important, recruiters need to work hard for both. If a recruiter isn’t working professionally or proactively with you, then find another one who will.

Plausible. Recruiters should be professional and effective with both their clients and their candidates. All recruiters are not alike. Those who are regarded as tops in the industry flourish because of the many referrals generated from satisfied clients and candidates. Look for a recruiter who is people oriented, has business savvy, and demonstrates exceptional soft skills. In business, the first sale is the always the easiest to make. Good recruiters are in demand and are those whose services are sought after time and time again. Companies and candidates are their bread and butter.

6. CANDIDATES HAVE TO PAY RECRUITERS

Busted. Recruiters that have been hired by companies should not charge candidates for their services. Companies hire recruiters to search out top-notch candidates. Companies pay recruiters for a job well done. There are however, agencies that offer services to the public in job search, placement and resume writing. These may be fee for service businesses. Be sure to check out what you are paying for before signing any agreements. If someone suggests that you pay for a guaranteed placement, it would be wise to not sign, pay or stay.

7. RECRUITERS ARE TERRIBLE RESUME WRITERS

Confirmed/Plausible/Busted. Recruiters may be terrible resume writers. It depends. Recruiters generally do not offer resume-writing services. A recruiter's primary function is to find the best candidates in the least amount of time. It stands to reason that with the plethora of work effort required in finding high quality candidates quickly, most recruiters do not have time for extensive resume critiques or resume writing. Usually, they recommend that the candidate find someone who offers this service. Sometimes they are able to make a referral. One cannot say that recruiters are "terrible" at resume writing. Rather it is more the case of saying it is not something they have time for or have the inclination to do. A recruiter may, in the course of a candidate discussion, recommend high level, cosmetic or other modifications based upon a role. Such changes would often be offered verbally. Follow through would be up to the candidate.

8. YOU WON'T GET PAID AS MUCH FROM A COMPANY IF YOU ARE PRESENTED BY A RECRUITER

Busted. There are companies that do not use recruiters. Others engage recruiters only when absolutely necessary. Some companies may even try to avoid charges by dealing with candidates after the recruiter has presented them. These scenarios are rare and will often catch up with both the candidate and the employer. It never pays in the long run to engage in dishonest practices. Word spreads quickly in the recruitment industry. The best employers understand the time and effort required in finding top talent. They understand the return on investment when a recruiter finds the right candidate. This myth is "busted" because the employer pays the recruiter out of a budget, usually paid by the line of business that needs the candidate. The fee is not paid out of the candidate's compensation or offer.

9. YOU DO NOT HAVE TO WEAR A SUIT TO AN INTERVIEW WITH A RECRUITER

Busted. You should. It demonstrates to the recruiter that you are a business professional who has respect for the recruitment process and the recruiter. The recruiter will see and then know that you are presentable to their clients. In turn, the recruiter will have increased confidence in presenting you. Unless, informed otherwise, you should always wear a business suit.

10. NO NEED TO THANK A RECRUITER AFTER A MEETING

Busted. If you wish to be perceived as professional, then act with a high degree of consideration and professional courtesy. I suggest that one always offers follow-up to a business meeting, including a thank you to the recruiter. When an individual demonstrates good business habits, the recruiter will have confidence that you will act with consideration and professionalism with their clients. These actions will increase your chances of being selected as the candidate of choice.

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