

John Piccinini Debunks Five Popular Myths About Recruiting New Employees

John Piccinini is no stranger to debunking myths about the hiring and firing process.

SARASOTA, FLORIDA, UNITED STATES, February 20, 2018 /EINPresswire.com/ -- The Fort Lauderdale-based recruitment specialist John Piccinini is always keen to educate employers on the successful recruitment of new staff. Here, he addresses five common misconceptions about the hiring process.

5. Everyone is desperately searching for work

"This is marginally more true of the service industry, or in retail, for example," says Piccinini. "But regarding more tech-focused or senior positions, the top tier talent is always in demand."

"Don't expect everyone to jump at your offer," he adds. "Not everyone is desperate to fill your role, and to get the cream of the crop you need to be persuasive and offer the right perks to the right people."

4. Hiring internally isn't adequate

"This is another misconception," [laments John Piccinini](#).

Statistics show that, on average, hiring internally—promoting existing employees to new, more senior positions—is not only cheaper but more effective than hiring externally.

"What's more," continues Piccinini, "staff hired internally are typically much less likely to quit or need firing from their new role, in my experience."

3. Widen your net as far as possible

"It's a common misconception that hiring multiple agencies or advertising to all and sundry will yield the best results," says Piccinini.

"This simply isn't the case," he adds. "Advertise only in key places, or use one recruitment agency or specialist, and focus your search on the right people for the job."



John Piccinini



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He continues, "Casting the net too wide won't find you the best talent. You need to be specific."

2. Only look for new staff when you absolutely need them

"The biggest, brightest and most successful companies in the US never stop searching for new talent," states Piccinini.

Indeed, by constantly being on the lookout for new talent as it emerges, companies never risk losing a potentially great employee to a competitor.

"All but the smallest businesses and companies should always keep their eyes open for potential new hires, even when there aren't necessarily roles to fill," adds Piccinini.

1. All you need to do is advertise job roles

"This simply isn't true," says John Piccinini.

Research by LinkedIn reveals that up to 85 percent of people are dissatisfied with their current job.

On average, however, only 25 percent are actively seeking new employment.

"You need to be proactive," Piccinini points out. "You need to actively look for talent. Simply posting job openings isn't sufficient if the right people for the roles aren't looking at your postings."

He continues, "You need to reach out to the right people, tell them you have a job available, and persuade them to join your team."

With these five myths debunked, Piccinini believes that hiring new recruits should be as simple and straightforward as possible.

"With these points in mind, any business should be able to find and successfully recruit the best possible staff," he says.

"If in doubt, however," [John Piccinini goes on to conclude](#), "hire a recruitment specialist to guide you through the process. That would be my advice."

[To learn more about John Piccinini, visit his LinkedIn account here.](#)

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