

Hiring for Potential vs Hiring for Experience (vsdiff.com)

Criteria	Hiring for Potential	Hiring for Experience
Definition	Focuses on the candidate's ability to grow and learn.	Prioritizes candidates' past job experiences and skills.
Flexibility	More adaptable and open to training.	Less flexible due to ingrained habits from past roles.
Long-Term Investment	Requires a longer time frame to see results.	Immediate impact on team productivity.
Cultural Fit	Can foster a culture of growth and development.	May prioritize skills over fit, potentially disrupting team dynamics.
Cost	Potentially lower initial salary demands.	Typically higher compensation based on previous experience.

Source: <https://vsdiff.com/hiring-for-potential-vs-hiring-for-experience/>