

10 STEPS FOR Finding, Hiring, AND Getting the Most Out of SEASONAL EMPLOYEES

Even though the seasonal help you're hiring will be temporary, that doesn't mean you should skip any steps in the hiring process.

In fact, since this is going to be your busiest time of the year, there is the potential for more customers to be exposed to your company and brand.

You don't want anyone to have a negative experience!

These 10 steps can help you get the most out of your seasonal staff.

HOW TO FIND THEM

Help wanted ads

Make sure you have a great job description! A job analysis can help if you're not sure.



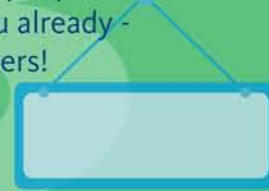
Last year's great seasonal workers

Don't let them get snatched up by the competition.



A sign on the door

Your best employees could be the people who love you already - your customers!



Your regular employees

Offer them an incentive for recommending seasonal help.



HOW TO HIRE THEM

Use pre-employment tests

Ensure they have the skills, ability, and personality for the position and the integrity you need for reliable help.



Use structured interviews

Ask the right questions and avoid bias.



Check references

Find out if they were reliable, were able to learn quickly, and had a great attitude at their past jobs.



HOW TO GET THE MOST OUT OF THEM

Train them well (and quickly)

Know their strengths and weaknesses so you can focus on teaching them what they need to learn.



Treat them well

Be fair with scheduling, pay well, and be up front about the separation date/process.



Keep them engaged

Make them feel like they matter (because they do)! Welcome their suggestions and feedback.



BONUS TIP!

Use exit surveys when the holidays are over and your seasonal help is leaving. You'll get some great insight into your hiring process, training procedures, work environment, and more!



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