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"We find our younger employees respond better to 'try to beat your high score,' than 'we need to increase profits.'"

### Ask A Recruiter

"What are some questions I should ask my recruiter?"

~ Hazel T., Vista, CA

- "What are the three main qualifications the recruiter's client (the employer) is looking for?"
- "What is the interview process?"
- "What's the job description?"
- "Where is the job located?"
- "Are there some specific skills, work experience or educational background that can make me more competitive for the \_\_\_\_\_ (position name)?"
- "What challenges and opportunities are associated with the position?"

Let us know what you want answered! Send your questions to [recruiters@islandstaffing.us](mailto:recruiters@islandstaffing.us) and you may be in our next newsletter!

### NEWS FROM THE ISLAND

- Island Staffing would like to welcome Paul Smith to the team as the new Account Executive!
- Thank you to our clients, consultants and the internal staff for your continued support.

### HOT JOBS

- Lead Web Developer, SharePoint
- Hyperion Principal Architect
- C/C++/C# Software Engineer
- Java Software Engineer
- Manager of Claims
- Principal Manufacturing Engineer
- Silverlight/C# Developer

Check out more of our exciting opportunities at [www.islandstaffing.us/iTeam/JobList.aspx](http://www.islandstaffing.us/iTeam/JobList.aspx) and pass the link on to your family, friends, and peers.

### New Year Resolutions for Work

Some ideas to get you ready for 2012:

- Learn how to delegate and do more of it.
- Promote your business regularly and consistently.
- Learn something new.
- Join a new business organization or networking group.
- Set realistic goals.
- Drop what's not working for you and move on.
- Set periodic milestones.

### FOLLOW US

Join Island Staffing on LinkedIn, Facebook and Twitter and keep yourself up to date on the latest jobs openings, events and news in the staffing industry. Just go to the web sites and type in "Island Staffing" to find us.

