



ISLAND News



ISLAND STAFFING would like to welcome the following people and say congratulations and good luck in your new position:

- Marion Gary
- Carlos Partida
- Lia Bolano
- Sam Alter

ASK A RECRUITER

“I have been looking for a new position for over 6 months now and have been told I am a job hopper. What can I do to improve my resume without misrepresenting myself?”

-K. Plale, El Cajon, CA

Adding your reasons for leaving each position on your resume can help employers see why you have worked in multiple positions. Some examples could be substantial pay increase, project completed, shorter commute, better benefits or your position being outsourced. This may help to clear up any assumptions or questions regarding your employment history. Stand mindful of your reasons for leaving each role because this is a typical question that is asked of your professional reference.

Let us know what you want answered! Send your questions to mflannery@islandstaffing.us and you may be in our next newsletter!

MAKE SOME EXTRA MONEY

Ever looked at the jobs listed on our website and thought your friend or old co-worker would be great fit? Well here's your chance to help out a friend and make some extra money for yourself!

Island Staffing's referral program rewards those whose referrals get placed!

For details, take a look at the flyer at http://www.islandstaffing.us/IS_ReferralFlyer.pdf or email us at mflannery@islandstaffing.us

HOT NEEDS

- Software QA
- C# Developer
- Technical Support
- Senior Manufacturing Engineer (Medical Device)
- Network Engineer

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

5 Rules for Asking Better Interview Questions

1. **Ask open-ended questions:** Closed-ended questions can be answered “yes” or “no,” and begin with words such as “did,” “have,” “do,” “would” and “are.” Open-ended questions — which usually begin with “how,” “when” and “who” — create opportunities for a conversation and a much richer exchange of information.
2. **Keep it short:** Nothing is as disconcerting as a candidate spewing out a long, complicated question only to have the interviewer look confused and say, “I’m sorry I don’t understand your question.” Restrict every question to one point
3. **Don’t Interrupt:** Wait for the interviewer to finish the question.
4. **Getting to Yes:** Your goal in the job interview is also to end the interview on an affirmation. In fact, the more yeses and statements of agreement you can generate, the better off you will be. Why? People, including job interviewers, really prefer being agreeable. Few people enjoy saying no. Who needs arguments? The best way to avoid arguments is to say yes.
5. **Use inclusive language:** Words such as “we” and “our” subtly give the impression that the candidate is already a member of the team. The more comfortable the interviewer is with the concept of the candidate already being on the team, the better the candidate's chances. It's so much easier extending a job offer to someone who the interviewer on some level already perceives as part of “us” instead of “them.”

*From the CareerBuilder.com article by Katie Lorenz