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VETERANS NEWSLETTER

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6 Things That Drive Hiring Managers Crazy

By Catherine Conlan

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The simplest mistakes can torpedo your chances for a job. Avoid these six common missteps that drive recruiters and hiring managers crazy.

You don't listen.

During an interview, it can be tempting to try to get out as much information about yourself as possible. But listening is just as important, says Miriam Berger, president of [A Hire Authority](#), a contract recruiting service. "My biggest pet peeve is when candidates just don't stop talking and listen," she says. "I have held so many debriefs with the hiring teams where the consensus is to disqualify the candidate because the person just didn't stop talking." While this may be due to nerves, Berger says managers worry that a chatty candidate may turn out to be a distraction or impossible to manage.

You bring an audience.

Hiring managers and recruiters say they're seeing an odd trend: younger job candidates getting their parents involved in the hiring process. "In my years of human resource roles I've personally experienced a lot of absurd and ridiculous behavior from job seekers," says Christine DiDonato, founder of [Career Revolution](#). "However, the one that really blows my mind is one committed by some of our recent college graduates: Bringing their parents to the interview or having a parent call the hiring manager or recruiter and attempt to negotiate their employment offer." This doesn't help you build a personal brand, and it certainly doesn't make you look independent and capable, DiDonato says.

You nag.

It's important to follow up after an interview, but Tracey Russell, a recruiter at [Naviga Business Services](#), says overdoing

it is a mistake. "Multiple emails and phone calls a day is the quickest way to make sure your resume will be thrown in the trash," she says. "Even the most promising resumes won't be considered when the candidate behaves like that."

You overdo it.

If you want to work at a specific company, you can broadcast your interest by applying to a job there -- not all of the open positions. "One of the most annoying things a job candidate can do is apply to every available position at a company," says Haley Cousins, a recruiter at Naviga. "Not only is it a waste of time for the hiring manager, but it's also a waste of the candidates' time. Applying for every position lets the hiring manager know that you are not serious about the openings, and are just trying to find any job." Limit your applications to positions you have the skills and experience for.

You're not fully dressed.

When you are participating in a video interview, don't pick up until you are fully dressed, Berger says. "One hiring manager called the candidate at the assigned time and the candidate was actually late getting dressed and answered while he was putting on his shirt," she says. "Not a good idea."

You lack basic interview skills.

Brush up on your interview skills before the big day so you don't blow it. "There are many other things that candidates do to drive hiring managers crazy, which include overselling themselves in the interview, not being prepared with examples that back up the answers to the interviewers' questions and candidates who check their emails and messages during the interview," Berger says. "That's more common than you'd imagine!"



Upcoming Events:

Upcoming Classes for Veterans at Wenatchee Valley College:

16 Feb, 1pm: VA Home Loans; presented by Traci Dry of Guild Mortgage

23 Feb, 1pm: Career Transition; presented by Wendy DelPaz of The Entrepreneur's Source

Veteran Job Fair / Hiring Event

March 16, 2016, 10am-3pm

Veterans only 10am-noon; open to the public noon until 3pm

Veterans Hall (behind the Community Center)

512 S. Chelan Ave, Wenatchee, WA 98801

Okanogan Job Fair 2016

March 17, 2016, 10am-1pm

601 Benton St. (Omak Community Center), Omak, WA

Big Bend Community College 21st Annual Job & Career Fair

April 21, 2016, 9am-3pm

7662 Chanute Street N.E, Moses Lake, WA 98837

Women Veterans Summit

Suquamish Clearwater Casino. 15347 Suquamish Way NE. Suquamish, WA

September 17, 2016

Did you know: --

Burial Benefits:

For Burial in a National Cemetery:

Burial benefits available include a gravesite in any of our [133 national cemeteries](#) with available space, opening and closing of the grave, perpetual care, a [Government headstone or marker](#), a [burial flag](#), and a [Presidential Memorial Certificate](#), at no cost to the family. Some Veterans may also be eligible for [Burial Allowances](#). Cremated remains are buried or inurned in national cemeteries in the same manner and with the same honors as casketed remains.

Burial benefits available for spouses and dependents buried in a national cemetery include burial with the Veteran, perpetual care, and the spouse or dependents name and date of birth and death will be inscribed on the Veteran's headstone, at no cost to the family. Eligible spouses and dependents may be buried, even if they predecease the Veteran. The Veterans family should make funeral or cremation arrangements with a funeral provider or cremation office. Any item or service obtained from a funeral home or cremation office will be at the family's expense.

For Burial in a Private Cemetery:

Burial benefits available for Veterans buried in a private cemetery may include a [Government headstone, marker or medallion](#), a [burial flag](#), and a [Presidential Memorial Certificate](#), at no cost to the family. Some Veterans may also be eligible for [Burial Allowances](#). There are not any VA benefits available to spouses and dependents buried in a private cemetery.

Free Classes & Workshops

Key Train	Monday, Feb	-- 9:30-11:30
Skills & Abilities Analysis	Tuesday, Feb	-- 1:30-4:30
Resume & Cover Letter	Wednesday, Feb	-- 1:30-4:30
Interviewing Techniques	Thursday, Feb	-- 1:30-4:30
Basic Computer Classes Part 1	Thursday, Feb	-- 10:00-noon
Basic Computer Part 2	Friday, Feb	-- 10:00-noon
Starting Fresh-How to get a Job w/a Criminal Background	Tuesday, February 16	-- 1:30-4:00

***Attendees must provide an external memory device (Thumb/Stick Drive) to use in the computer classes.*

- The WorkSource will be closed on February 15th (President's Day)

For more information on above classes, go to www.go2worksource.com and select CALENDAR Workshops and Events.

Hot Jobs!

Go to www.go2worksource.com for complete details and more jobs

WS453716648 Log Scaler. A log scaler measures the length and diameters of logs in order to determine gross and net volumes of logs for the purpose of payment between buyer and seller. This information will be entered into a handheld data collection device.

WS453656406 Pickup Driver for Ground support during Fire season Be available from June thru Sept for a Pickup driver for ground support. Call for more info. Food provided, you provide your sleeping arrangements. May be sent to WA or Oregon.

WS453654879 Head HouseKeeper. Manage the daily activities of the Housekeeping department to include appropriate cleaning of all offices, seating areas, washrooms, suites, and all public spaces. Planning, organizing and directing team members to ensure the highest degree of guest satisfaction. Daily supervision of the housekeeping staff, including the day, event and post-event crews. Turn In to purchasing, re-order and maintain housekeeping supplies and inventory. Conduct pre-event inspections of all rooms, concourses, clubs, seating areas and public areas prior gate opening for every event held at the Arena. Recruit, schedule and train all new housekeeping staff members. Maintain the housekeeping budget, providing billing summaries and expenses for all pre and post events. Uphold the highest standards of cleanliness, safety, and conduct.

WS453602880 Park Aide. Duties will include, but not limited to work under the supervision of the Park Ranger, Park Aides perform a variety of tasks at a State park, beach, or historical area. A typical work day may include anything from registering campers and collecting camp fees, to cleaning facilities, mowing lawns, or explaining park rules. The specific duties will have some variation by park location.

WS453580683 Maintenance. It is the duty of maintenance worker to ensure that our buildings looks clean and maintained at all times. They are also responsible for ensuring that any potential hazards are taken care of and that acts of vandalism are handled properly.

WS453438510 Teller. This position is the critical contact between the Bank and its customers on a daily basis. Incumbent contributes to the profitability of the Bank by ensuring customer satisfaction with the basic bank transactions and by minimizing risk through careful administration of Bank policies and procedures. The employee must be able to process routine banking transactions in a manner that is efficient, accurate and friendly. Incumbent performs routine duties independently, following the guidelines set forth in the Teller procedures and referring exceptions to their supervisor or a Bank officer. Incumbent must be able to maintain positive relationships with both customers and co-workers. The employee needs to work cooperatively and positively to ensure that shared duties are completed.

*Coming soon to a device near you – WorkSourceWA.com
WorkSourceWA.com will replace Go2WorkSource.com beginning in 2016*

WorkSource is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to persons with disabilities. TTY (Washington Relay Service 1-800-833-6384)