

HR WEBINAR #2

CREATING NEW SKILLS FOR HR PROFESSIONALS IN A COVID-19 WORLD

BROUGHT TO YOU BY
CONTEMPORARY STAFFING SOLUTIONS

FEATURING



MEET THE PRESENTERS



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Founder & CEO

Shift Profile

OVERVIEW

SINCE 1994

National offering of professional staffing, both technical and non-technical, along with Managed Services

GRATEFUL

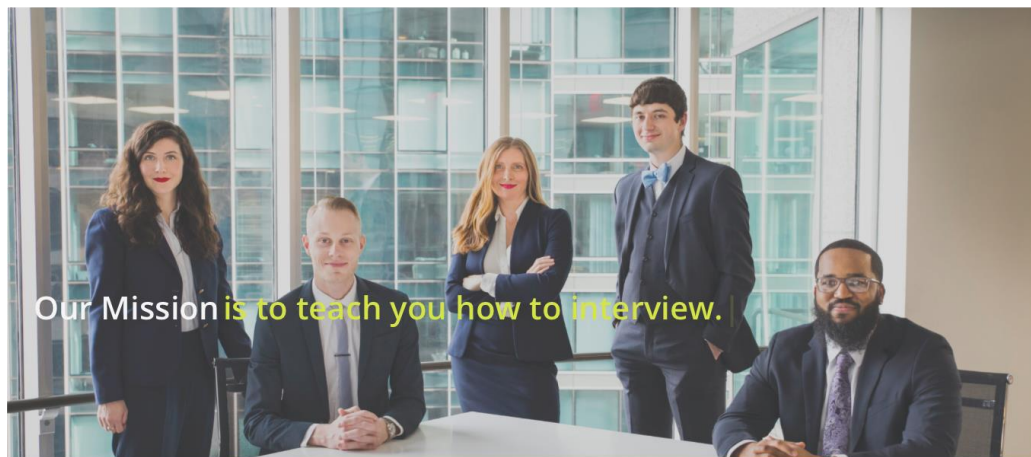
Thank you to healthcare workers, first responders, pharmacists, government employees, grocery store employees & more

4 DIFFERENT SERIES

Health & Wellness Focus
Salesforce Tips
Sales Team Focus
HR Focus

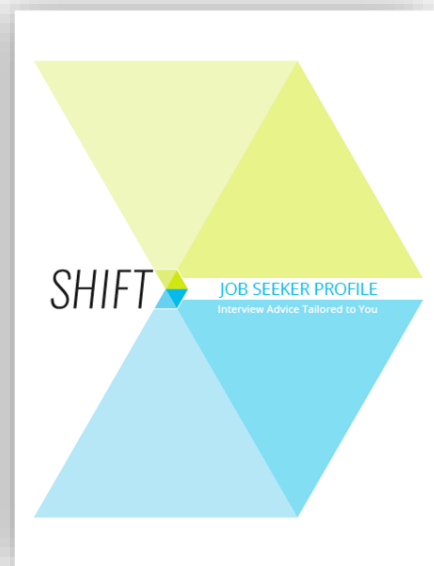
HR SERIES

Created for Human Resources professionals and Talent Acquisition Leaders partnering with the C-Suite and leading Business Partners with remote employees



SHIFT

P R O F I L E



WE BELIEVE



Not everyone interviews the same way. Giving everyone the same advice doesn't work. We believe that in order to teach people how to interview we must first figure out what's holding you back, help you understand your interview style and give you tools and tips on how to improve.

WHY SHIFT?



The difference between a successful interview and a bad interview is often just a small SHIFT. A SHIFT in our behavior, tone of voice or answer often unlocks the next opportunity. It's not about pretending to be something you're not, it's about being the best version of yourself. We bring out the best in our clients.

PART 1:

GAINING
UNDERSTANDING
AROUND THE
CHALLENGES HR
FACES TODAY
WHILE MOST
COMPANIES ARE
PAUSING OR
ACCELERATING
THEIR HIRING



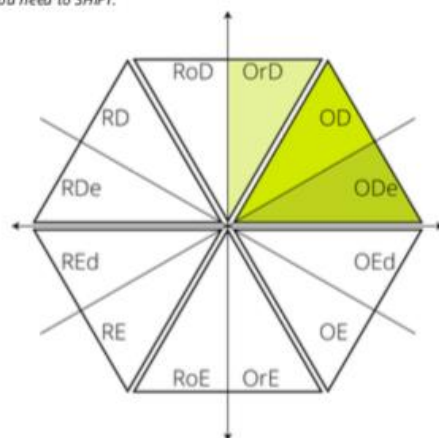
PART 2:

GAIN AN UNDERSTANDING ON HOW HR CAN UPGRADE THEIR SKILLS, STARTING WITH THE INTERVIEW PROCESS, SO THEY CAN BE BETTER ALIGNED WITH THEIR HIRING MANAGERS AND STAFFING PARTNERS IN A POST-COVID WORLD



You're an Open Diplomat

Your primary style is indicated by the shaded area below. Regardless of what your style is, the four primary interview styles all exist within you. The differentiating factor is how you prioritize these qualities. You have the ability to SHIFT your behavior. Your priority determines your primary style and, in short, allows us to begin developing your steps to success so you know where you need to SHIFT.

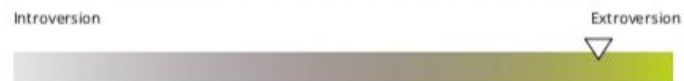


You're an Open Diplomat. You are an engaging charmer in interviews. You are externally focused and easily open up in interviews and seek approval of the interviewer. You make the interviewer feel like you are interested in every word they say. You can easily speak about yourself and your work experience. Your keen ability to figure out where the conversation is going helps you give quality answers and make a good impression. This style is about being prepared on all fronts so that you can leverage your pre-interview practice and research to make a connection with the interviewer. Making a good impression is very important to you.

Interview Style: Open Diplomat

Your primary style is indicated by the arrows on the scales below. The behavior we see in others is often part choice and part biology. Can you shift from being shy to being the life of the party? It all depends on where you fall on the scale. Knowing who you are allows you to manage your expectations around how much you can change.

According to the results of the assessment, you are an **EXTROVERT**.



Extroverts are energized by other people. You open up easily and like to share details about yourself, so interviews are a natural setting for you to showcase who you are. Extroverts prefer unstructured interviews that feel conversational. Structured interviews that do not allow for small talk or a time to build rapport are off-putting to you because you need time to get to know the other person. You speak to think, so talking and thinking on your feet are two of your biggest strengths.

According to the results of the assessment, your style is **ACCOMMODATING**.



Someone with an accommodating style is externally focused, taking their cues on how to behave and respond from others. You prioritize the verbal and nonverbal feedback of the interviewer. You change your interview answers depending on the cues you receive from the interviewer and you are comfortable adapting to the energy in the room and the needs of your audience. Your style is flexible. You prioritize adaptability.

WHO IS CSS?

Salesforce
Managed Services

Staffing
Search

3,729+
employees

4.6 ★★★★★ on glassdoor

48 states

600+ job postings

1994 founded in
by Donna Pearson

9.2 net promoter

217 salesforce projects

95% returning customers

THOUSANDS
OF REVIEWS

5 focus
niches

Accounting &
Finance, Call Center
& Office, HR, Sales &
Marketing, IT

88,923 FAMILIES IMPACTED
NATIONWIDE



WITH 5,700

ACTIVE
VETTED
CANDIDATES

2019 & TOP workplaces by
2020 Philadelphia Inquirer

AVERAGE 2,205
interviews per week



ContemporaryStaffing.com
CSSTecServices.com
CSS-TEC.com
CSSProSearch.com

487
ACTIVE
CLIENTS



INDUSTRIES

insurance, mortgage, transportation, healthcare,
legal, finance, banking, telecom, technology, 3rd
party call center, automotive, retail, universities,
personal care & more!