

FROM APPLICATION TO SITE VISIT

STRATEGIES FOR HIRING YOUR DREAM TEAM



OUR GOALS FOR TODAY:

- Define “quality staff”
- Discuss strategies for finding well suited staff during:
 - First impressions
 - Interview
 - Site Visit
- Quality Staff and Program Compatibility

SO, WHAT MAKES QUALITY STAFF?



- Pair & Share

FIRST IMPRESSIONS: RESUME AND APPLICATION



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- Work History/Timeline
- Education/Goals
- Other activities
- SHARI TO ADD/EDIT

PRACTICE ACTIVITY

- Resume #1...

FIRST IMPRESSIONS

To Jeans or
Not To Jeans?
**Dan to
research**



OTHER FIRST IMPRESSION CONSIDERATIONS

- Timeliness
- Nervousness
- Eye Contact
- Handshake

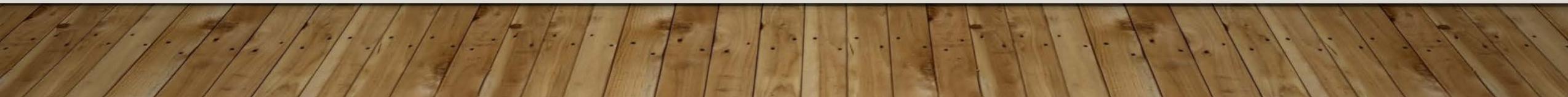


THE INTERVIEW

WHAT ARE WE LOOKING FOR?

- Confidence
- Flexibility
- Positivity
- Dedication
- Knowledge

HOW DO WE RECOGNIZE IT

- Are they sure in their answers?
 - Scenario Questions
 - Do they smile? Do they have good things to say about previous employers?
 - Did they do their homework? Are youth consistently a part of their answers?
 - What is their behavior management knowledge base?
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PRACTICE ACTIVITY

- Interview questions – Pair & share

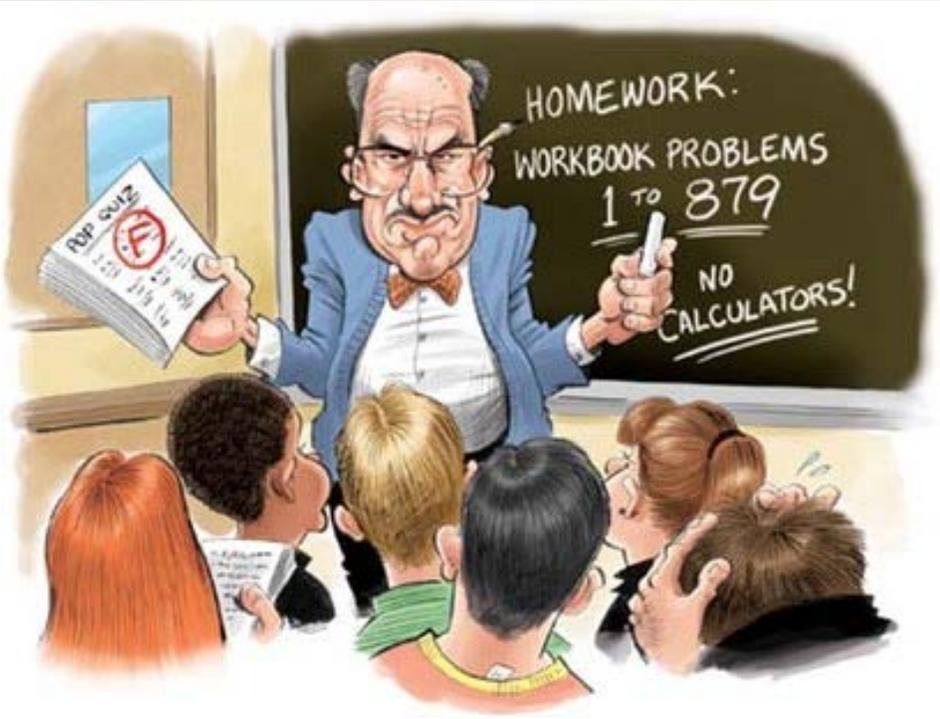
SITE VISIT

Things to look out for:

- How do they interact with the staff?
- The Kids?
- Does it look like they want to be there?
- Is the environment a good fit for them?

- <https://www.youtube.com/watch?v=qgpUMGhXxIY>

SITE VISIT (SHARI AND DAN'S ACTIVITY PLAN)



PROGRAM COMPATIBILITY

- Will they fit into the culture?
- Do they fit your vision?
- Diverse Skill Sets



OH NO! IT DID NOT WORK 😞

- How are we leading our staff?
- Have we done everything in our power to set them up for success?
- Document, Document, Document!!!!
- Not everybody is cut out for this work!

