



How To Staff Your Business For The Holidays In 3 Easy Steps, Part Two

[In part one of this three-part series](#), we discussed starting your holiday hiring early. Today we are going to talk about *how* to quickly and efficiently go through the hiring process with seasonal staff.

As one of the best staffing agencies in California, we know that the hiring process can be difficult when you are not properly prepared. Especially for seasonal workers. However, when you know what you are doing, it can be a breeze!

Infinity Staffing, one of the best staffing agencies, is here to guide you through hiring your holiday staff.

Step 1: Create A Clear Job Description For Seasonal Workers

Job descriptions are always an important part of the hiring process. Your potential future staff deserves to know what is going to be expected of them.

For seasonal staff, this is just as important, if not more so. They are committing their holiday season to you, and they should have a clear understanding of their job roles.

Make sure you create up to date, accurate, and clear job descriptions for your seasonal workers specifically.

Once you have hired people for the season position allow them to shadow people while addressing the job description.

Prepare Your Interview Questions Beforehand

Preparation makes everything run more efficiently! So having your interview planned out beforehand can help the hiring process run much more successfully.

[Monster says.](#)

“You might include some or all of these types of questions:

- *Icebreakers to build rapport and put candidates at ease.*
- *Traditional questions to gather general information about a candidate’s skills and experience.*
- *Situational questions to understand what a candidate would do in a specific situation relevant to the job at hand.*
- *Behavioral questions to learn about how a candidate handled an experience.*
- *Culture fit questions to gauge whether a candidate would thrive in your workplace environment.”*

Having a good mixture of the types of questions above can help you create an excellent and professional interview.

You can also practice professionally running your interviews. Being well equipped for your seasonal interviews is an important part of staffing your business for the holidays.

Have A List Of “Same Time Next Year” Holiday Workers To Give Preference To

If you treat your seasonal staff well and respect them, then there is a good chance you can hire a substantial amount of them again each holiday season.

Not all will always be available. However, you can always give preference to the same people each year.

If you can cultivate a good relationship with your seasonal workers, then your holiday hiring can become a much easier task each year.

Look Into Tools For High-Volume Hiring & Screening

Having the right tools can be a big benefit for your seasonal hiring process. Look into high volume and screening tools to use to better your hiring process.

[Monster says.](#)

If you're hiring for many seasonal positions, you'll probably benefit from a talent management system.

"Our candidates have doubled or tripled over the last few years, so we need tools to manage the flow," says Kyle Martin, manager of talent acquisition at Vail Resorts Management Company in Broomfield, Colorado.

Wroe says that with seasonal hires, "you have a very limited window to get a return on your hiring investment. Assessments let you select workers who will get up to speed more quickly.

Creating a quick, and more efficient hiring process will be a great benefit for your business.

Don't Assume That The High Unemployment Rate Due To COVID Will Make Seasonal Hiring Any Easier

Although many people are unemployed due to the pandemic, that does not necessarily mean that your seasonal hiring process will be any easier than usual.

Prepare just as much, if not more for your seasonal hiring. Keep in mind that some people are not going to want to work at this time. If a lot of your typical seasonal workers were retired individuals then prepare for most of them to not want to work this year.

Keep in mind that things will look different this year because of COVID-19, and prepare accordingly. Make sure to give yourself, and your staff grace through this hard season, while also preparing well, and doing all you can to help your business thrive.

Use The Best Staffing Agencies

Working with a staffing agency is one of the best ways to hire seasonal staff. You can look up “agency staffing near me,” and find a great agency to work with - like [Infinity!](#)

Staffing agencies can help you get the excellent, and professional seasonal staff you need. A staff that will help benefit your business greatly.

Consider working with Infinity Staffing for your seasonal staffing this year. We can walk you through each step of the hiring process, and help you find amazing seasonal staff.

[For help with your holiday staffing click here to contact Infinity Staffing.](#)

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