

HELLO!

SHAWN BUSSE - KINESIS



NEXT LEVEL

JOB POSTING

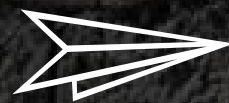
BREAK

EMPLOYEE PROFILE

INSPIRATION

MARKETING

FROM THE INSIDE OUT[®]





**MISSION
VALUES
VISION**

The image features a dark, textured background of a tree trunk's cross-section, showing concentric growth rings and radial cracks. A semi-transparent teal circle is centered over the image. Inside this circle, the text "CULTURE OF A-PLAYERS" is written in a bold, white, sans-serif font.

CULTURE OF A-PLAYERS

The image features a circular wood grain texture, likely a cross-section of a tree trunk, with a teal-colored overlay. The text "REMARKABLE DELIVERY" is centered in the overlay in a bold, white, sans-serif font.

REMARKABLE DELIVERY

A circular cross-section of a tree trunk, showing the concentric growth rings. The image is overlaid with a semi-transparent teal circle. The text "RAVING FANS" is written in a bold, teal, sans-serif font across the center of the circle.

RAVING FANS

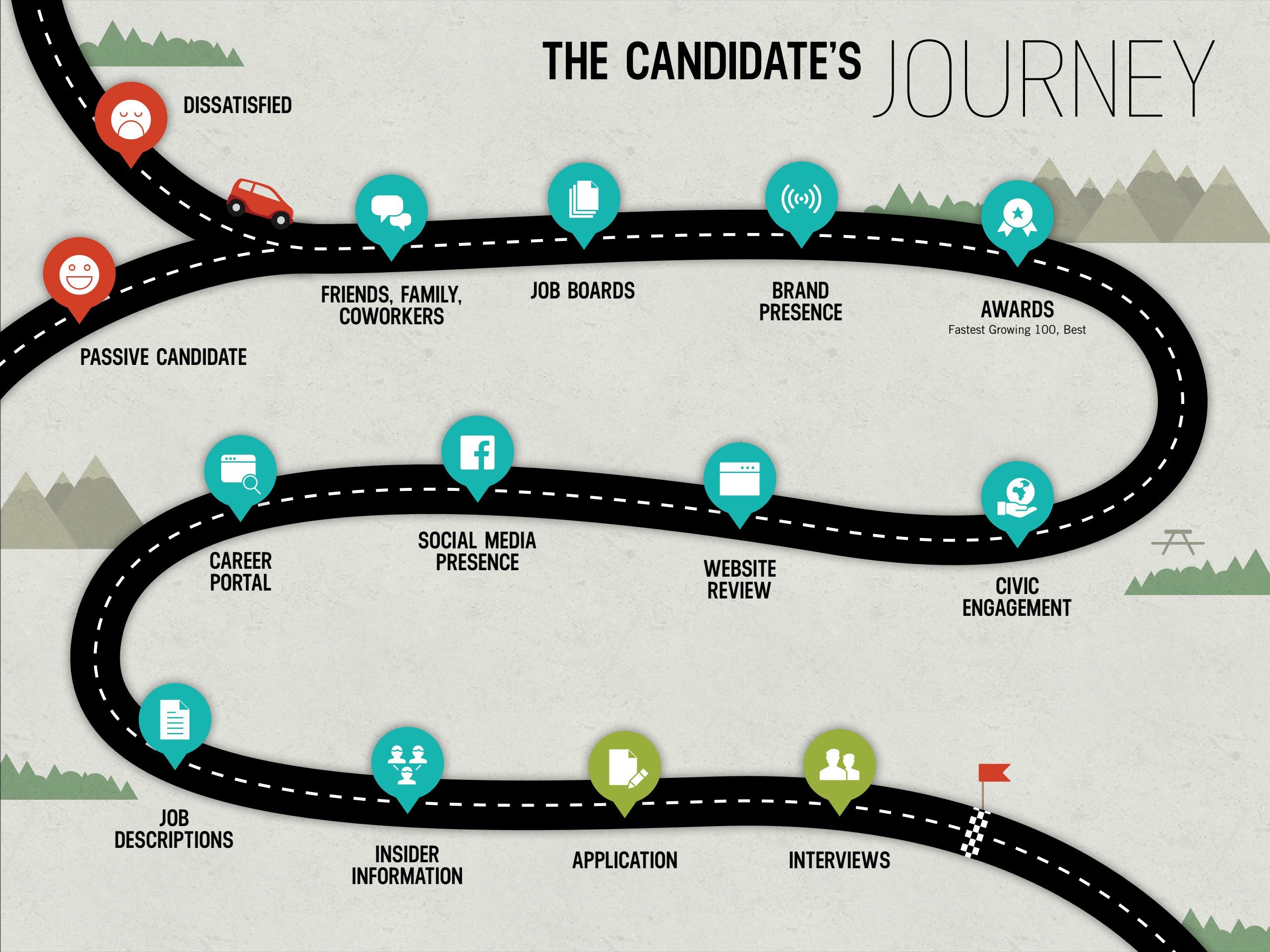
RAVING FANS

REMARKABLE DELIVERY

CULTURE OF A-PLAYERS

**MISSION
VALUES
VISION**

THE CANDIDATE'S JOURNEY



THE CANDIDATE'S JOURNEY INSPIRATION WORKSHEET

Please be sure to tally up the Self Score column once you have completed your worksheet!

6	Social Media	Are you monitoring and managing social channels relevant to your business? Do you share your culture and values on social channels relevant to your business?
7	Career Portal	Does your company accept applications through your career center? Does your career center speak to your values? Do you take in résumés?
8	Job Descriptions	Do your job descriptions clearly communicate the success looks like? Do they speak to your values, mastery, and autonomy?
9	Insider Information	Do you know how your employees experience your business behind closed doors? Do you foster dialogue?
10	Interviews & Applications	Does your HR team actively manage the candidate experience? Are rejected candidates given a positive experience?

THE CANDIDATE'S JOURNEY INSPIRATION WORKSHEET

Please be sure to tally up the Self Score column once you have completed your worksheet!

		Self Score (1-10)	Inspiration
1	Job Board Postings	LinkedIn, Indeed, Craigslist, etc. Do your postings attract anyone and everyone, or are you laser-focused on right fit applicants? Do your listings speak to career advancement, culture, and purpose?	
2	Brand Presence	How well-known is your company in the marketplace? If you're in a small town, for example, do people know you as a great employer that cares? If you're in a larger community, is your brand talked about at cocktail parties? Do people generally know what you do?	
3	Awards	Fastest Growing 100, Best Places to Work, Manufacturer of the Year, etc. Do you demonstrate excellence and leadership in your industry? Do you win awards that speak to your commitments— people, the environment, etc?	
4	Civic	Habitat for Humanity, Children's Cancer Association, etc. Do you go above and beyond producing a product and generating paychecks? Do your actions in the community speak to a commitment to others? If you are active in the community, how well do you share this participation? Would an employee who knows nothing about you be able to see your philanthropic contributions?	
5	Website	How well does your website communicate what you do? Does your website speak to a critical customer – the potential employee? Does the website share your mission, vision, and values? Does your website meet the standards of today's candidate?	

LEARN HOW TO ATTRACT & RETAIN A-PLAYERS: KINESISBLOG.COM

kinesis 

Total: _____ / 100

LEARN HOW TO ATTRACT & RETAIN A-PLAYERS: KINESISBLOG.COM

kinesis 



JOB BOARDS



craigslist

MONSTER

glassdoor



Canby Now
Closed Group

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About This Group

Members · 17,790

Activity

<p>62 </p> <p>New posts today 1,900 in the last 30 days</p>	<p>17,790 </p> <p>Members +254 in the last 30 days</p>
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Created about 4 years ago



Assistant Storage Manager - Full Time

Vancouver, WA Full Time Assistant Manager Mid Level

SHARE

We're on the hunt for an inspiring self-starter who thinks outside the box. Our ideal team member wants nothing more than to join a culture of A-players who share a passion for remarkable service.

Do you have what it takes? This is how you know...Delivering an exceptional customer experience is your hidden superpower. No matter what kind of day someone is having when they walk in to your office, they walk away with a smile.

You're able to adapt to every person's unique situation. One minute you congratulate the newlyweds who just bought their first house with a high-five—the next minute you go the extra mile for a widow walk her to her unit before she even asked.

At Northwest Self Storage, we put people first. Across the Pacific Northwest, we are building a diverse community that thrives on making each day a little better for our customers and each other. We provide the space for you to take ownership of your work, grow as a professional, and uplift people who are going through their own transformations.

For the A-player ready to make a positive impact, answer these questions to see if you have the Northwest Self Storage energy:

- Do you show up fully to everything you do?
- Are you so organized that your sock drawer is a work of art?
- Do you enjoy rolling up your sleeves and leading the charge?
- Do you deliver outstanding customer service?
- Are you able to handle delicate situations?
- Are you comfortable connecting to your team through technology?
- Do you inspire everyone around you with your passion for putting people first?

If you answered yes to these questions, then we want you to become a part of our growing family. We can't wait to hear from you!

Apply for this position

REQUIRED *

APPLY WITH INDEED

First Name *

Last Name *

Email Address *

Address

Phone *

Resume *

Attach resume or Paste resume

Cover Letter *



Assistant Storage Manager - Full Time

Vancouver, WA Full Time Assistant Manager Mid Level

SHARE

We're on the hunt for an inspiring self-starter who thinks outside the box. Our ideal

Apply for this position

"At Northwest Self Storage, **we put people first.** Across the Pacific Northwest, we are building a diverse community that thrives on making each day a little better for our customers and each other. We provide the space for you to take **ownership of your work,** grow as a professional, and **uplift people** who are going through their own transformations."

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Attach resume or Paste resume

Cover Letter *



Sign In



General Laborer

Irvine CA

Apply

Apply with LinkedIn

Posted 4 Days Ago

Full time

J1991

We're committed to bringing passion and customer focus to the business.

Job Description Summary:

Assist with manual labor duties for various construction trades and different environments.

Job Description:

ESSENTIAL RESPONSIBILITIES AND DUTIES:

- Load, unload, and identify building materials, machinery, and tools, and distribute them to the appropriate locations, according to project plans and specifications
- Clean and prepare construction sites to eliminate possible hazards
- Understand and use of various tools and machines
- Control traffic passing near, in, and around work zones
- Signal equipment operators to facilitate alignment, movement, and adjustment of machinery, equipment, and materials
- Dig ditches or trenches, backfill excavations, and compact and level earth to grade specifications, using picks, shovels, pneumatic tampers, and rakes
- Install and maintain perimeter construction fencing and screening
- Assist Swinerton Self Perform trades including but not limited to cement, drywall, carpentry and electrical with all general laborer tasks and needs
- Complete other responsibilities as assigned

SKILLS OR EXPERIENCE REQUIREMENTS:

- Ability to learn new skills with attention to detail
- Lift and/or pull 75lbs., climb ladders, work off ladders, man lifts or other equipment
- Ability to maintain a standing position for extended periods of time, fully squat, bend or kneel while wearing a tool belt

About Us



Swinerton provides commercial construction services throughout the United States, delivering innovative solutions and outstanding service to our customers for time-tested buildings and facilities. Over our 125-year history, Swinerton has earned a strong reputation as the Premier Builder in the West. As a 100% employee-owned quality contractor, we hire the best people, give them exceptional training, and provide robust opportunities for professional growth.

Swinerton has built a strong reputation as an employee-owned quality contractor. We hire the best people, give them exceptional training and provide them with the opportunities and the responsibilities that allow them to learn and develop professionally. Swinerton values and recognizes our employees as the essential ingredient to our lasting success. As a 100% employee-owned company, we invest greatly in the personal and professional well-being of our people. Together, we have created an excellent place to work; when people join Swinerton, they tend to stay. We strive for a positive work environment that encourages outstanding performance while making room for



Sign In



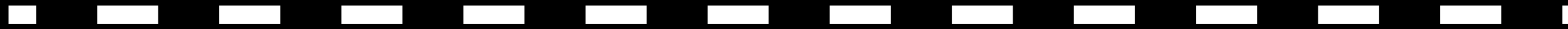
“Swinerton values and recognizes our **employees as the essential ingredient to our lasting success.** As a 100% employee-owned company, we invest greatly in the personal and professional well-being of our people. Together, we have created an excellent place to work; **when people join Swinerton, they tend to stay.**”

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BRAND PRESENCE





15345









CIVIC ENGAGEMENT & AWARDS

SHOW

DON'T TELL

BUILDING DIVERSITY AWARD 2018

GENERAL SHEET METAL

"We're committed to diversity, we have been for decades. Recruiting, engaging with people at all levels and being aggressive in making a culture that strives for goals in diversity has become part of who we are."

General Sheet Metal

By: DJC Staff in Building Diversity 2018 August 7, 2018 12:30 pm



General Sheet Metal's leadership team includes, from left, CFO Korede Alabi, project manager Ashley Duncan, construction manager Gordon Harvey, general manager Bill Cochran, and president Carol Duncan. (Sam Tenney/DJC)

General Sheet Metal (GSM) started in Portland in 1932. The firm grew steadily, weathered the storms of fluctuating economics and is now one of the largest, most comprehensive sheet metal contractors in the Pacific Northwest.

Carol Duncan, President and CEO, is the second generation at the helm. Following her father's retirement, she recognized the advantages of COBID certification and qualified for certification and recognition as a MWESB firm in 2000. Currently, of over 240 employees, 43 (17%) are women and

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Start my free alerts

RESOURCES



A Detailed Guide to Oregon Construction Liens



5 Common Marketing Mistakes Contractors Make and How to Avoid Them



SUBSCRIBE



CALENDAR



DJC PEOPLE

Together we deliver the best value to our clients!

TELL THE STORY

IN NUMBERS

1888

Year Established

100%

Employee Owned

3500+

Construction Experts

223

LEED APs

**2018 100 BEST
COMPANIES
TO WORK FOR
IN OREGON**

Since 1888, integrity and innovation have formed the foundation of our business. Today, as we solve the biggest challenges in building and renewable energy, our people continue to live out those values on each and every project.

— Jeff Hoopes, Swinerton CEO



SWINERTON

77

Interns Hired in 2016

28

Women Attended
2018 Women of
Swinerton Summit

83

LeaderBuilder
Graduates in 2017

75

Participants in Better
Builders Program in
2017

#1

BEST PLACE TO WORK THREE YEARS IN A ROW!



Swinerton Renewable
@SwinertonSolar

Follow

Honored to be recognized as the #1 solar contractor in @SolarPowerWorld's 2018 list. THANK YOU for the continued hard work & support from our team, our partners and our clients! #weareSRE
solarpowerworldonline.com/2018-top-10-so



Swinerton @swinerton · Aug 16

"Our vision is simple: to provide the best development opportunities and employee experience for craft employees in the industry. Swinerton will be THE place for craft to start, grow, and enjoy their careers."

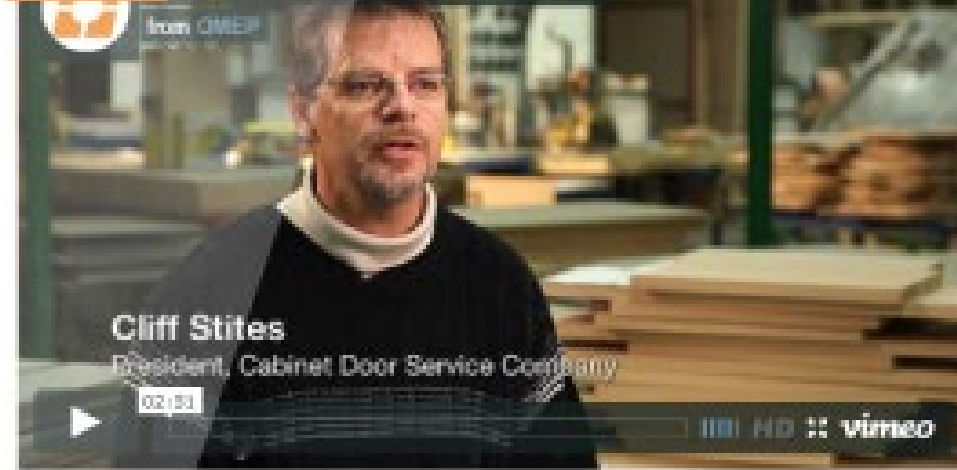
Read more: goo.gl/R85QUZ





WEBSITE REVIEW

CLIENT STORY MEP—Cabinet Door Service



WHAT OUR CLIENTS ARE SAYING:

“IN ONE YEAR, OMEP IMPROVED OUR PRODUCTIVITY BY 33% AND SAVED US OVER \$5.5 MILLION.”

—Cliff Stites, Owner-Mfg Manager, Cabinet Door Service

[Read the full case study >](#)

OMEP helps companies grow—our clients say so! We bring advanced thinking and hands-on skills to guide you towards business improvements that lead to immediate results. Our goal for you is permanent, long-term profitability.

Learn how we can help your company >

NW MANUFACTURERS' SWITCHBOARD

SHOW ME POSTS ▾ ABOUT

FEATURED BLOG POST

MANUFACTURING EXCELLENCE: KRISTIN'S SUMMER READING LIST

FEATURED EVENT

PERSPECTIVES: OPERATIONAL EXCELLENCE ROUNDTABLE

HOW ABOUT...



We Help Oregon Manufacturers Thrive

LEARN ABOUT US

SEE HOW WE WORK



Solve Problems Thoughtfully

No two businesses are exactly alike, and as such neither will benefit from a templated approach. We believe in moving beyond treating symptoms to identifying root cause - and devising *customized methodology* rather than selling programs or "steps-to-success."



Help Each Other Out

We're committed to making OMEP stronger by *sharing resources* with each other and with our clients. We operate from a desire to be our best selves as individuals, and perform our services in such a way that you can be your best, too. This means we learn together and treat each other with respect.



Create Prosperity

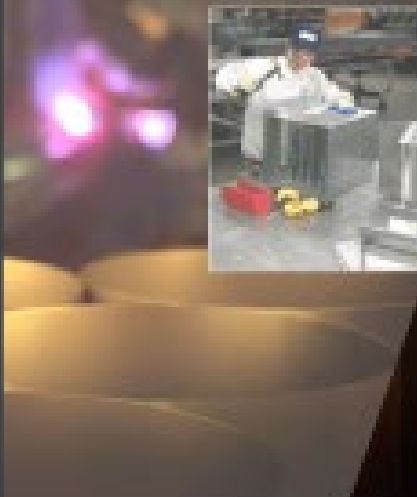
OMEP is dedicated to a larger purpose that goes beyond our own organization. We work to bring prosperity to manufacturers, the communities they serve, our state - and ultimately, our country. When we build stronger businesses, we build stronger families and neighborhoods, enabling prosperity for all.



Commit to Client Success

We go beyond providing advice or counsel - we adopt your business challenges as our own. OMEP facilitates engagement all the way along the improvement path. For you, that means a partner in the trenches with you - helping you to perform the difficult but necessary work that produces your desired outcome.

[ARCHITECTURAL FABRICATED PRODUCTS](#)
[HVAC SERVICES](#)
[INDUSTRIAL CONTRACTING](#)
[TECHNOLOGY](#)



Welcome to Strimer Sheet Metal Works, Inc.

More than two materials, more than state-of-the-art machinery, more than 40,000 sq. ft. of manufacturing space. At Strimer Sheet Metal, dedication is the difference. Our craftsmen, designers, fabricators, installers, and project managers bring outstanding skill and dedication to every project. Visit [Services](#) to see some of our recent work. If you're a contractor, building custom architecture, or engineer, we invite you to take a closer look at all we offer. Strimer is a full service sheet metal contracting and fabrication company comprised of five divisions.

[Architectural Sheet Metal Fabricated Products](#)
[HVAC Services](#)
[Industrial Contracting](#)
[Technology](#)

We are continually expanding our services to meet your needs. Strimer Sheet Metal Works, Inc. Serving the Pacific Northwest and beyond for more than half a century.



Proud member of the Sheet Metal and Air Conditioning Contractors' National Association since 1975.
www.smacna.org



Proud Member of the U.S. Green Building Council
www.usgbc.org



Proud member of the Curved Sheet Metalworker's Association
www.cgisa.org

If you design or build curved walls, curved soffits, arches or vaulted ceilings, Strimer's Curved Wall Products can positively impact your bottom line. For more information visit www.strimer.com

For all your HVAC Products and Duct Accessories check out www.strimer.com

Put the power of professional maintenance to work for you by checking out www.strimer.com

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- [Exhaust Systems](#)
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- [Kitchen Hood Installation](#)
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- [HVAC-Related Improvements](#)
- [Commercial Office Space](#)
- [Health Care Facilities](#)
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MORE THAN RAW MATERIALS, MORE
THAN STATE-OF-THE-ART MACHINERY,
MORE THAN 40,000 SQ. FT OF
MANUFACTURING SPACE.

HOW ABOUT...

ON A MISSION TO DELIVER **SOLUTIONS**

From projects simple to seemingly impossible, we are your partner from initial design to ongoing service and maintenance.

[DISCOVER MORE](#)



OUR VALUES

A photograph of three construction workers in hard hats and safety vests standing on a construction site at sunset. The sun is low on the horizon, casting a warm glow over the scene. In the background, there are concrete structures and a tripod-mounted camera on the ground.

We believe in the power of people.

At Streimer, we live and breathe our core values every day. They inform our approach and drive our success on every project.



SOCIAL MEDIA PRESENCE



Instagram



ACTIVITY IS GOOD

HOW TO ASK FOR A PAY RAISE



If you are a valuable employee and have come to the conclusion that your level of contribution isn't being compensated enough, then it may be time to ask for a raise. In many cases, they won't offer it up unless it's annual review time. So, you'll need to be the one to initiate it. You'll ...

[Continue reading](#)

HOW TO GIVE YOURSELF MORE OPTIONS



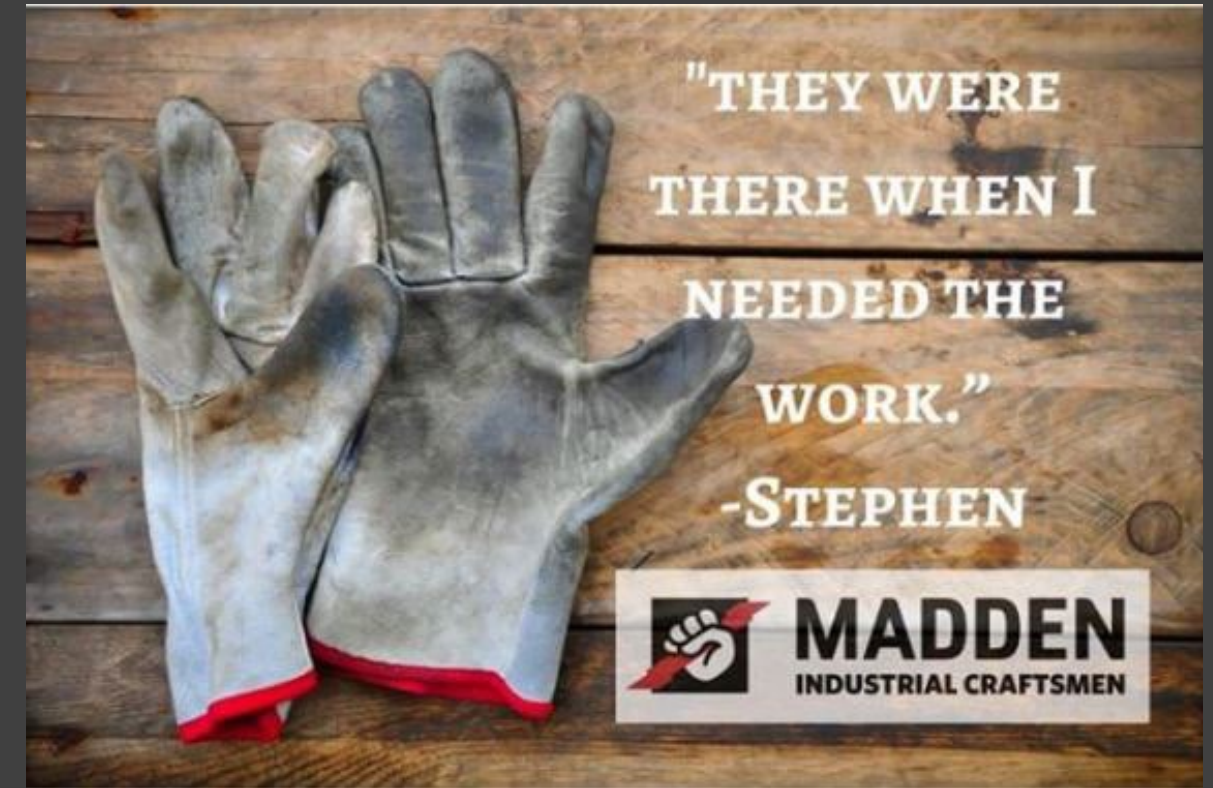
Here at Madden, we notice that when craftsmen are really out hustling on a job search, there can be a lot of options that suddenly open at once. This is actually a great scenario, because when you have more options, you have more opportunities to pick from. If you only have one option, then you ...

[Continue reading](#)

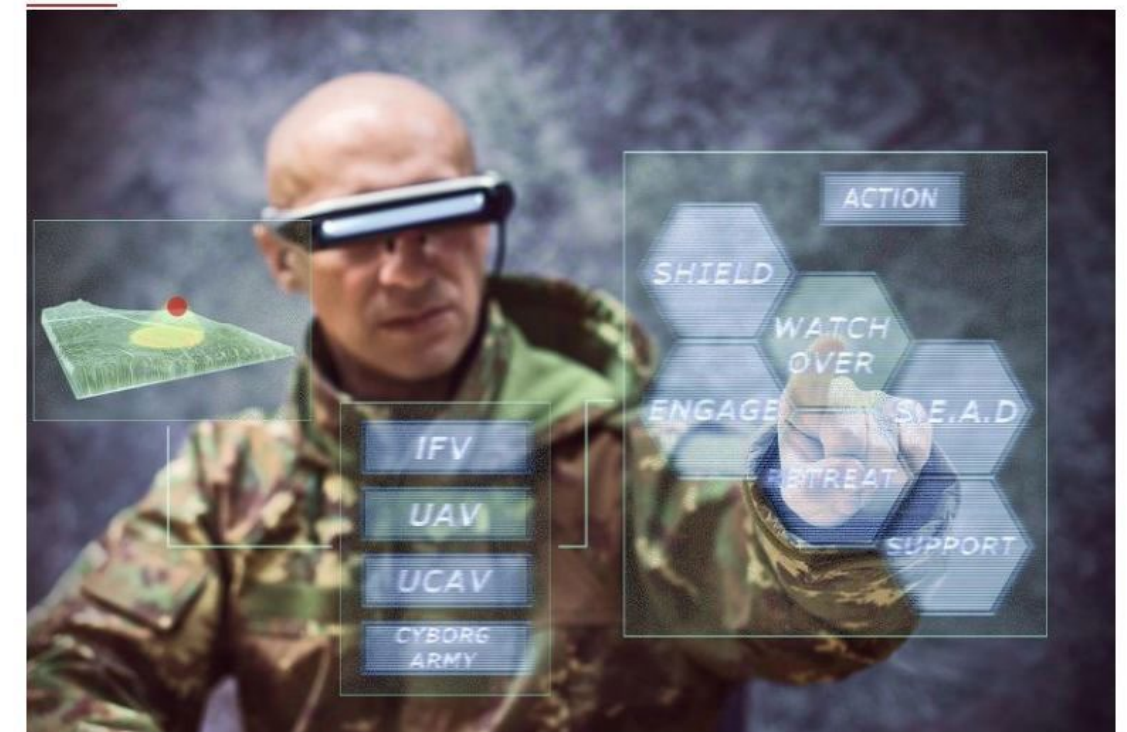
Madden Craftsmen @MaddenStaffing · Oct 1
Find this and many other 5 star reviews at bit.ly/2pZrpaQ #iammadden
#maddencraftsmen #letsbuildsoemthing



🗨️ ↻️ ❤️



WHY MILITARY VETS MAKE GREAT CRAFTSMEN





**BUT AUTHENTICITY
IS BETTER**



JOVICK

JOVICK





Jovick Construction

March 27 · 🌐

Net Zero is the future. Let's do it.

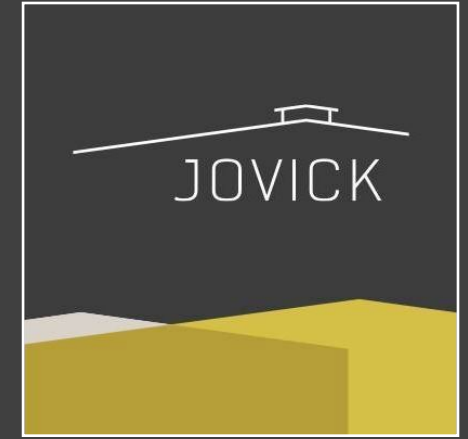
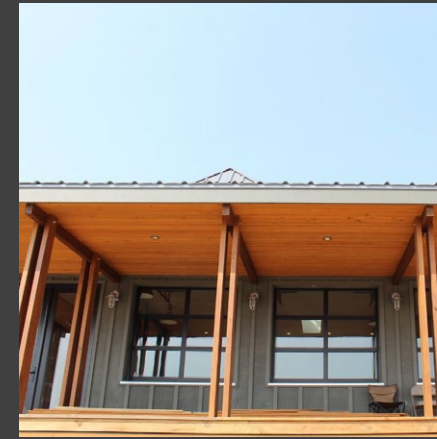
A 9KW system sits nicely on top of our Lehara Hills home producing enough electricity annually to offset the energy consumption of this house and the family of 4 that lives inside. New school building is so cool.

Form and function together in Ashland Oregon.



👍 Like

💬 Comment



jovickbuilt • Follow

jovickbuilt Jovick is nothing without the people like Mike that show up every day and get it done to a level exceeding everyone's expectations. Mad respect to all carpenters out there.

#trades #mikerowe #respect #jovick #jovickbuilt #contractor #generalcontractor #construction #newconstruction #remodels #residential #commercial #home #homebuilding #homebuilder #customhomes #custom #leed #usgbc #dougfir #jovickfarmoasis #jovickleharahills

thesocialstorm 🤔



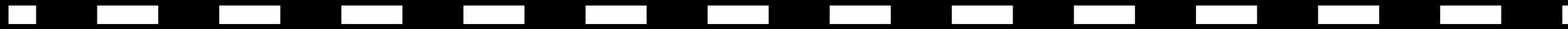
55 likes

MAY 25, 2017

Log in to like or comment.







CAREER PORTAL



CAREERS

Welcome to the Reitmeier Career Center! In this section, you'll find information on our Oregon [HVAC job positions](#) and career opportunities within [our team](#).

We firmly believe that finding the right people is the keystone to building a great business. Because of this, we actively invest time and resources to ensure our employees experience a fulfilling and enjoyable career. Not only does this initiative create win-wins for our employees and for our business, but we also believe it's simply the right thing to do.

SUBMIT A SERVICE REQUEST

[Click here](#) to submit a service request during business hours.

Have a service need that can't wait?
We're available 24/7 at [\(503\) 603-0205](tel:503-603-0205).



Reitmeier
University





We're Hiring!

Welcome to the Operators Unlimited Career Center! Here you'll find all of our available career opportunities. We're looking for people who share our core values and are passionate about our mission of transformation.

Do you thrive in a fast-paced, collaborative environment? Do you want to help bring a refreshing approach to wastewater treatment, and help revolutionize the way people think about the industry? If so, Operators Unlimited may be the right place for you.

If you're an "A" player and think you might be a good fit, review our open positions and apply below.

We have a purpose for what we do — our mission is to Transform. We empower instead of micromanaging. We strive for personal and professional growth every day. We see mistakes as golden opportunities to improve. We encourage healthy conflict and understand it is vital to make change happen. We believe that we can accomplish more as a team than we can individually, and that is powerful.

We look forward to hearing your story — thank you for your interest!



Join the Operators Unlimited Team!

Our mission? Transformation. Our superpower? Agility. Your opportunity? Join us in revolutionizing the way people think about wastewater treatment. If you share our core values and thrive in a fast-paced, collaborative environment, Operators Unlimited may be the right place for you.

[SEE OPEN POSITIONS](#)

Open Positions:

Waste Water Operations Specialist

We are looking for a Waste Water Operations Specialist who can help transform our customers and how they treat their waste.

[LEARN MORE](#)

Director of Administrative Operations

We are looking for our next team member to join in helping us with our mission of Transformation. Our current need is a Director of Administrative Operations who can direct our customer service and operations efforts.

[LEARN MORE](#)



JOB DESCRIPTIONS



Letter from the Leadership Team

We're on the hunt for an inspiring self-starter who thinks outside the box. Our ideal team member wants nothing more than to join a culture of A-players who share a passion for remarkable service.

Do you have what it takes? This is how you know...Delivering an exceptional customer experience is your hidden superpower. No matter what kind of day someone is having when they walk in to your office, they walk away with a smile.

You're able to adapt to every person's unique situation. One minute you congratulate the newlyweds who just bought their first house with a high-five—the next minute you go the extra mile for a widow walk her to her unit before she even asked.

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- Are you comfortable connecting to your team through technology?
- Do you inspire everyone around you with your passion for putting people first?

If you answered *yes* to these questions, then we want you to become a part of our growing family. We can't wait to hear from you!

Dawn Tangvald and Nate Schwalbach
Northwest Self Storage





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Do you have what it takes? This is how you know...Delivering an exceptional customer experience is your

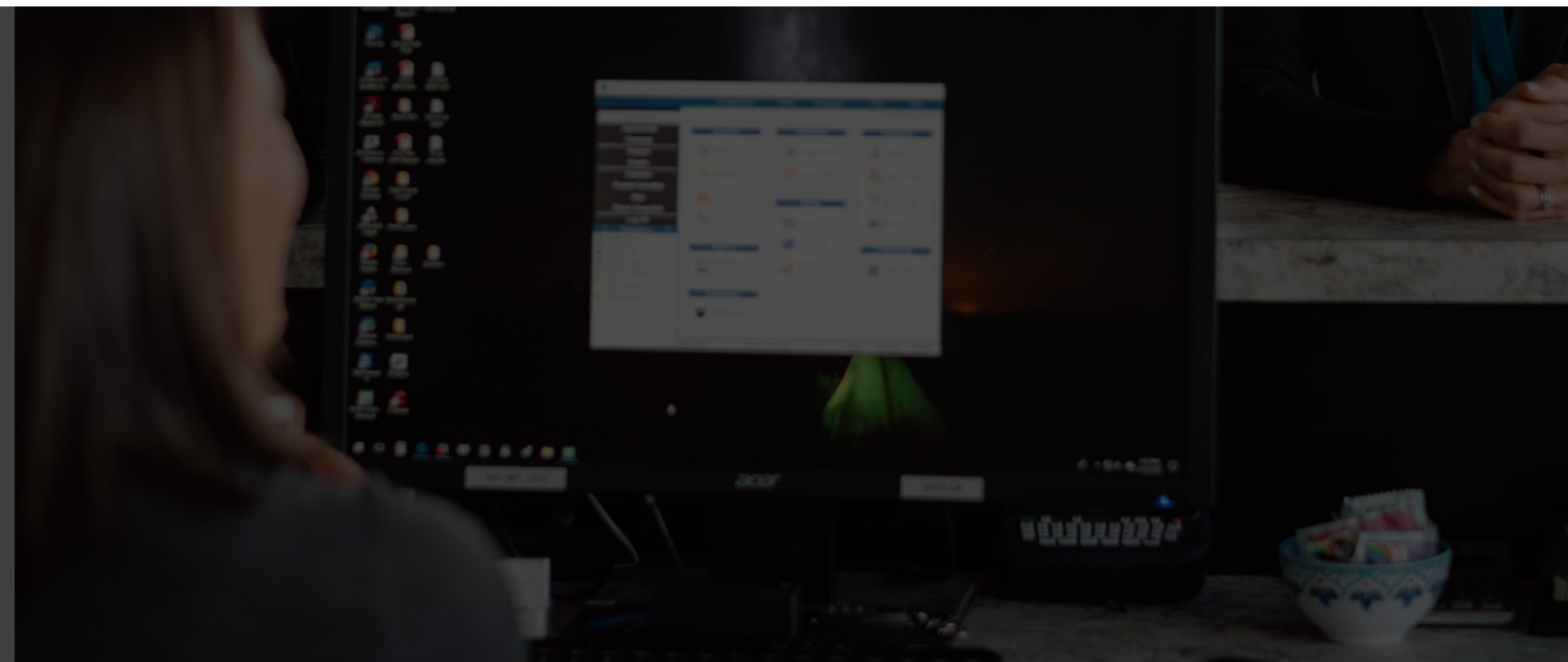


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Dawn Tangvald and Nate Schwalbach
Northwest Self Storage





Letter from Solid Form President, Deven Paolo:

We're looking for an entry level / apprentice fabricator with a desire to grow and develop their fabrication skills. A great-fit Solid Form team member is a problem-solver and creator who seeks out the challenge to think beyond standard solutions. You take pride in your work and take extra steps to make sure the end result is exceptional.

You might be in the apprentice stage of your career, but you have the foundations to become a true professional. You know that each team member plays a critical role in building enduring partnerships and you take that responsibility seriously. You're ready to learn from some of the best fabricators in the industry, work with a wide variety of alloys and specialized processes and apply the fundamentals of manufacturing you've already acquired.

Our clients share our passion for discovering what's possible in creating and building spaces. Our projects are diverse and unique, requiring an equally diverse skillset. As you become a skilled Solid Form fabricator, you'll bring ingenuity and solutions that multiply the value we bring to every project.

What are the fundamentals we're looking for?

- You understand that greatness comes from a cohesive team.
- You thrive on creativity and problem-solving.
- Your work exudes thoughtfulness and quality.
- Growth and continuous improvement are key motivators for you.
- You're ready to join a thriving company with exciting possibilities for growth.

Thanks for your interest in Solid Form – we look forward to hearing from you.





Letter from Solid Form President, Deven Paolo:

We're looking for an entry level / apprentice fabricator with a desire to grow and develop their fabrication skills. A great-fit Solid Form team member is a problem-solver and creator who seeks out the challenge to think beyond standard solutions. You take pride in your work and take extra steps to make sure the end result is exceptional.

Our clients share our passion for discovering what's possible in creating and building spaces. Our projects are diverse and unique, requiring an equally diverse skillset. **As you become a skilled Solid Form fabricator, you'll bring ingenuity and solutions that multiply the value we bring to every project.**

- You thrive on creativity and problem-solving.
- Your work exudes thoughtfulness and quality.
- Growth and continuous improvement are key motivators for you.
- You're ready to join a thriving company with exciting possibilities for growth.

Thanks for your interest in Solid Form – we look forward to hearing from you.





INSIDER INFORMATION

THE YELP EFFECT

GLASSSDOOR & BEYOND

CUSTOMER REVIEWS

Really enjoyed working with XYZ company. They were both professional and quick to help in any way that they can. They do excellent work and are really on top of communicating with the client every step of the way. Would definitely recommend them to anyone any day of the week!

EMPLOYEE REVIEWS

**Lousy product quality,
sociopathic managers.**

EMPLOYEE REVIEWS

**XYZ Company is a used car lot
disguised as a tech company.**

EMPLOYEE REVIEWS

Loud, aggressive, vulgar, sometimes bullying environment. Unhappy clients. Highly variable product quality. Low job security. Frequent hires and layoffs.



The Zappos Family

Engaged Employer

Overview

324 Reviews

417 Salaries

295 Interviews

93 Benefits

3 Jobs

More

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+ Add a Review

The Zappos Family Overview

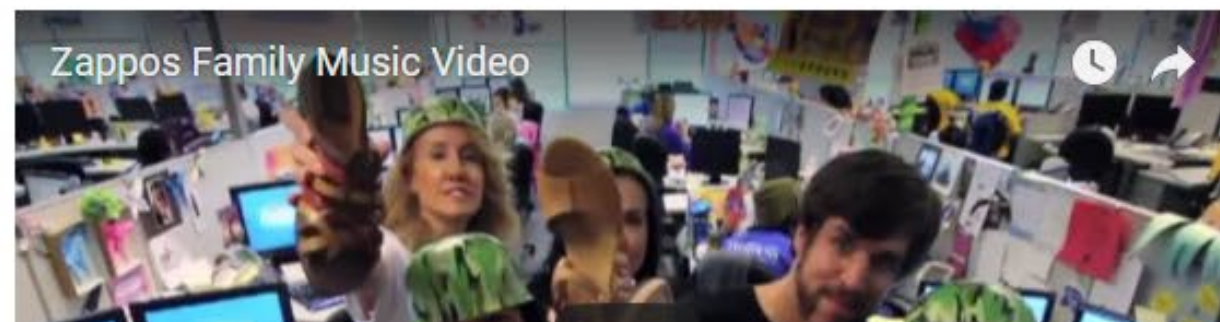
Website	jobs.zappos.com	Headquarters	Las Vegas, NV
Size	1001 to 5000 employees	Founded	1999
Type	Company - Public	Industry	Retail
Revenue	\$1 to \$5 million (USD) per year		

The Zappos Family of Companies, a subsidiary of Amazon.com, is a leader in online apparel and footwear sales by striving to provide shoppers the best possible service and selection. We carry millions of products from over 1000 footwear and apparel brands. Established in 1999, we ... Read more

Mission: To inspire the world by showing it's possible to simultaneously deliver happiness to customers, employees, community, vendors and shareholders in a long-term, sustainable way.

The Zappos Family – Why Work For Us?

[About the Zappos Family](#) [Our Core Values](#) [Our Benefits](#) [Our Locations](#) [Our Internships](#)



Connect with The Zappos Family



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Be the first of your friends to like this



Inside Zappos
September 2 at 9:30am

CLT is now open to apply! Get those resumes uploaded! Head over to <http://jobs.zappos.com> to apply!



Work in HR or Recruiting? X



Zappos Family Careers

622 subscribers



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Designs that WORK! How to dress for your interview.

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Zappos HQ Fitness Center

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Zappos Coding Challenge Tweet Up in Seattle

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Benefits are HOT at Zappos!

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A Few Good Developers

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12K views • 7 years ago



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35K views • 7 years ago



Zappos Customer Loyalty Team - Pay, Benefits, and...

2.1K views • 7 years ago



What to expect when interviewing with The Zapp...

17K views • 7 years ago



Zappos Family Cribs

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Why do I like working at Zappos?

2.3K views • 8 years ago



Why do I like working at Zappos?

3.8K views • 8 years ago



Why do I like working at Zappos?



Why do I like working at Zappos?



Why do I like working at Zappos?



Why do I like working at Zappos?



Why do I like working at Zappos?



Why do I like working at Zappos?



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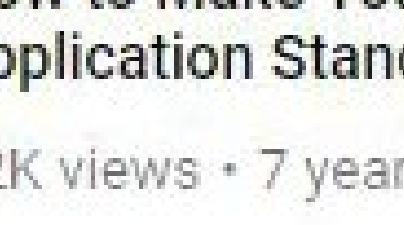
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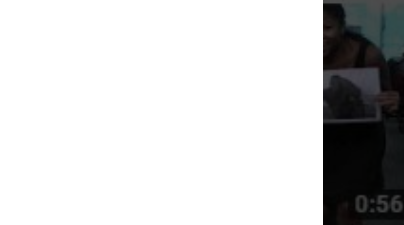
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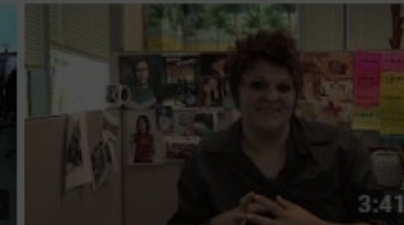
interviewing with The Zappos...
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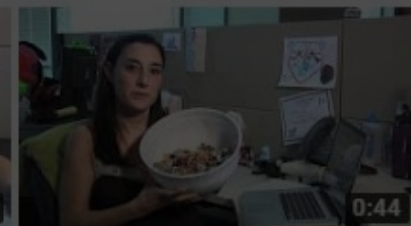
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Why do I like working at Zappos?
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Why do I like working at Zappos?



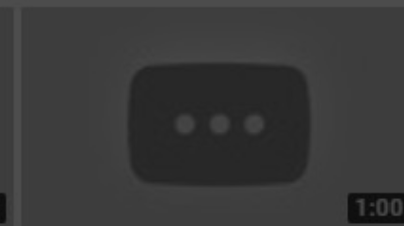
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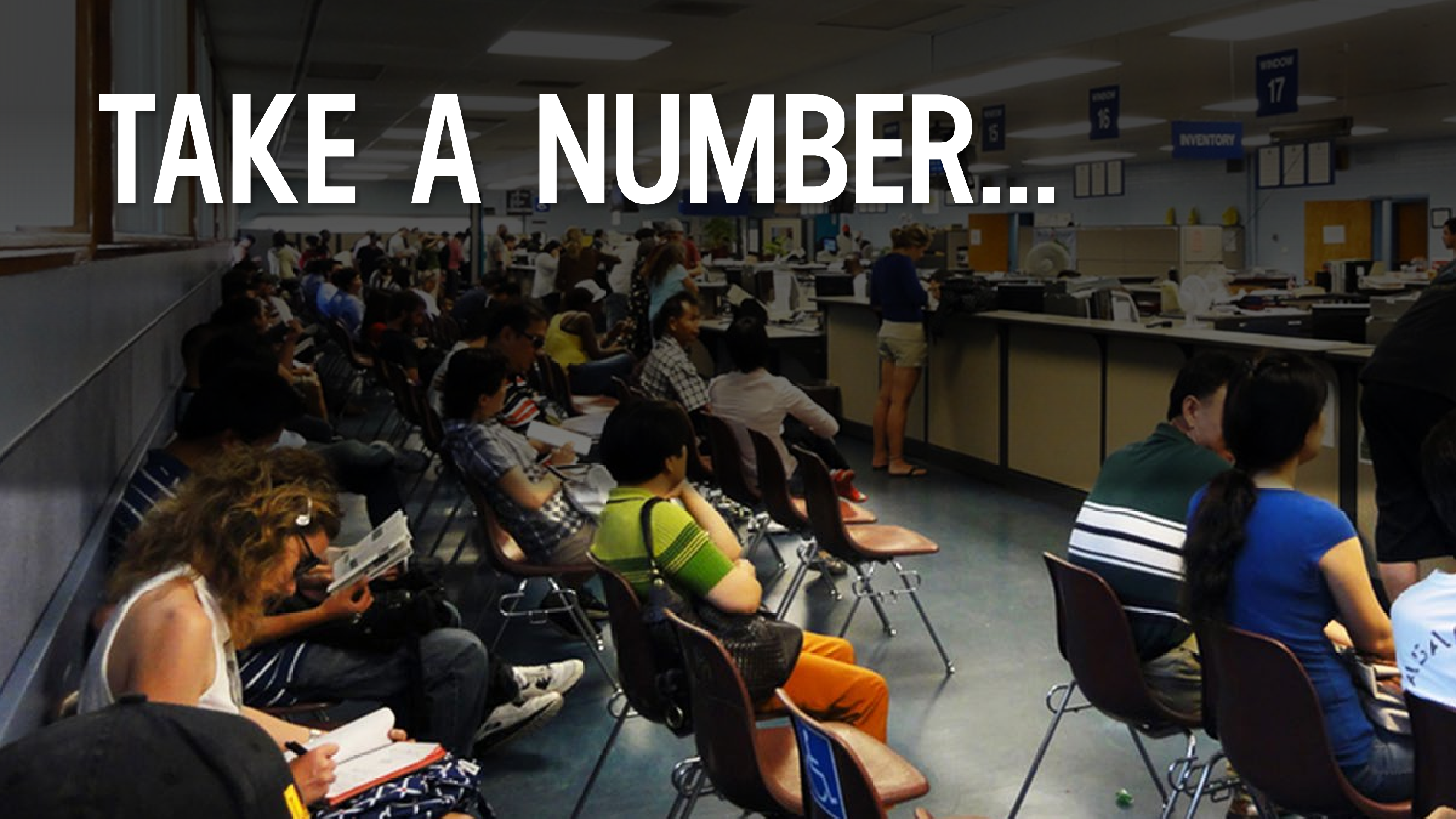


Why do I like working at Zappos?



APPLICATION + INTERVIEW

TAKE A NUMBER...



Dear Candidate,

Thank you for applying at
Nameless and Faceless
Corporation. We will be in touch
if your application matches our
position needs.

Regards,

Soulless HR Department



Dear Candidate,

Thank you for applying at Nameless and Faceless Corporation. We will be in touch if your application matches our position needs.

Regards,

Soulless HR Department

VS

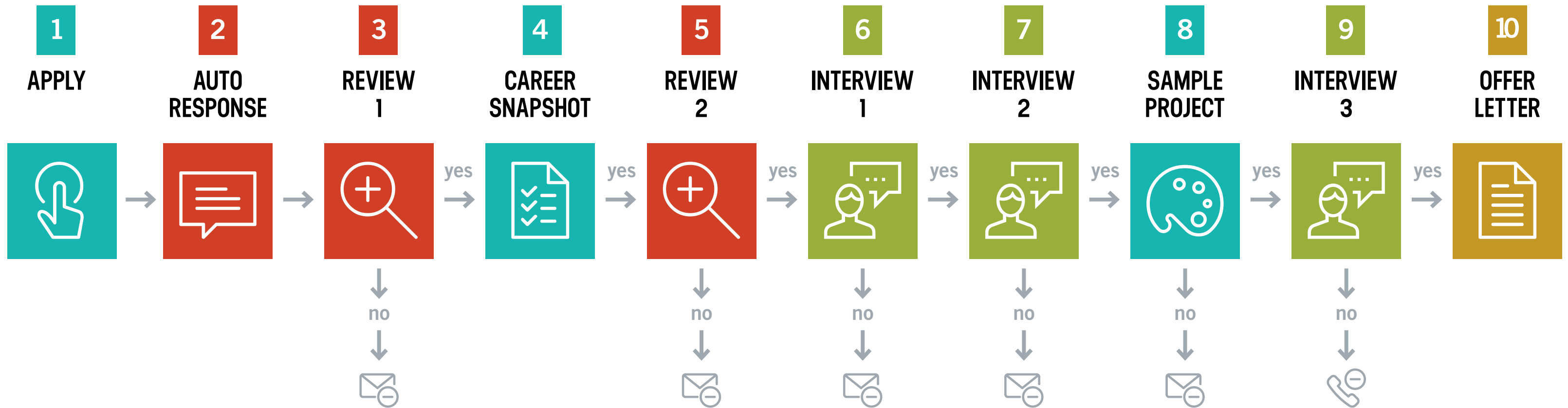
Hi Alanna,

Congratulations! Amongst our influx of applicants for the Marketing Strategist position, your submission stood out from the crowd. We can't wait to tell you more about Kinesis, and we'd love to learn more about you, too.

Ready for the next step?

THE KINESIS

HIRING PROCESS



4

**CAREER
SNAPSHOT**



yes
→

5

**REVIEW
2**



no



hiring team

HIRING TEAM REVIEWS:
PROFESSIONAL HISTORY
EDUCATION
IN DEPTH QUESTIONS

Hello _____,

Thank you for taking the time to apply to Kinesis, for our _____ position. We really appreciate your interest in our organization! Often times we see awesome candidates come through who would be a great fit for our organization, but may not align with the exact position they've applied for - I would say you're one of those candidates. I'd like to keep your hiring materials and online account active. If we have a position that is more suited to your experience, we'll reach out to see if you are still available. If so, we'd love to have you in for our next interview. In the interim, please do continue to keep a pulse on Kinesis via LinkedIn and/or Facebook - we're always posting the latest happenings there!

5

**REVIEW
2**



6

**INTERVIEW
1**



7

**INTERVIEW
2**



yes
→

yes
→



no



CEO



no



CEO

INTERVIEW 1:
HIRING TEAM

INTERVIEW 2:
DEPARTMENT TEAM

Hi _____,

I hope you're doing well! _____ enjoyed meeting with you and would like to move you forward in our hiring process.

The next step for the _____ position is an hour-long interview with _____, Title, & _____, Title. Please find _____ & _____'s availability below, and from that let me know what your top two time selections are.



Interview Questions

Act with Kindness

Communication Skills – Ability to Build Positive Work Relationships – Customer Service Focus – Compassion – Gratitude

1. Tell us about a time you found it hard to communicate with a customer or coworker. How did you resolve the situation?
2. We all have experience being a customer. Tell us about a time you received remarkable customer service. What made it memorable for you?
3. Tell us about your favorite manager or coworker to date. What made them so great to work with?
4. Do you think your friends / coworkers appreciate you more for your directness, or your ability to smooth things out?
5. What do you find yourself thanking coworkers for?

Do the Right Thing

Good Judgement – Problem Solving – Ownership Mindset – Ability to Handle Delicate Situations – Pride in Their Work

6. Tell us about a time something didn't work out the way you wanted it to. What would you do differently next time?
7. Imagine a tenant expresses they are upset because you cut the lock on their unit after they missed several payments and you sent two notices. They consider the contents of their unit very personal. What do you do?
8. Tell us about a time you were confronted with a situation for which you didn't have an answer in a policy or manual. What did you do?
9. When you look back at your work experiences to date, what makes you most proud?
10. How do you measure your success at work?

Show up Fully

Motivation – Passion – Responsibility – Customer Service Focus

11. What motivates you to come to work every day? What do you think will keep you motivated in this role at Northwest Self Storage?
12. Why do you want to become part of our company?
13. Tell us about something you're passionate about outside of work.
14. Tell us about a time you went above and beyond for a customer.
15. Imagine a new tenant asks you how to find the unit you just assigned them at your office. You can see it from where you stand. What do you do?

Embrace Change

Growth Mindset – Curiosity – Desire to Learn Together – Self-Awareness – Flexibility

16. Tell us about a time you had to change plans, at work or in your personal life. How did you navigate that?
17. Tell us about something you learned in a previous work environment that you think will help you succeed in this role at Northwest Self Storage.
18. What is something you want to get better at over the next year?
19. How do you like to learn new skills? Is there something you look forward to learning in this role at Northwest Self Storage?



Interview Questions

Do the Right Thing

Good Judgement – Problem Solving – Ownership Mindset – Ability to Handle Delicate Situations – Pride in Their Work

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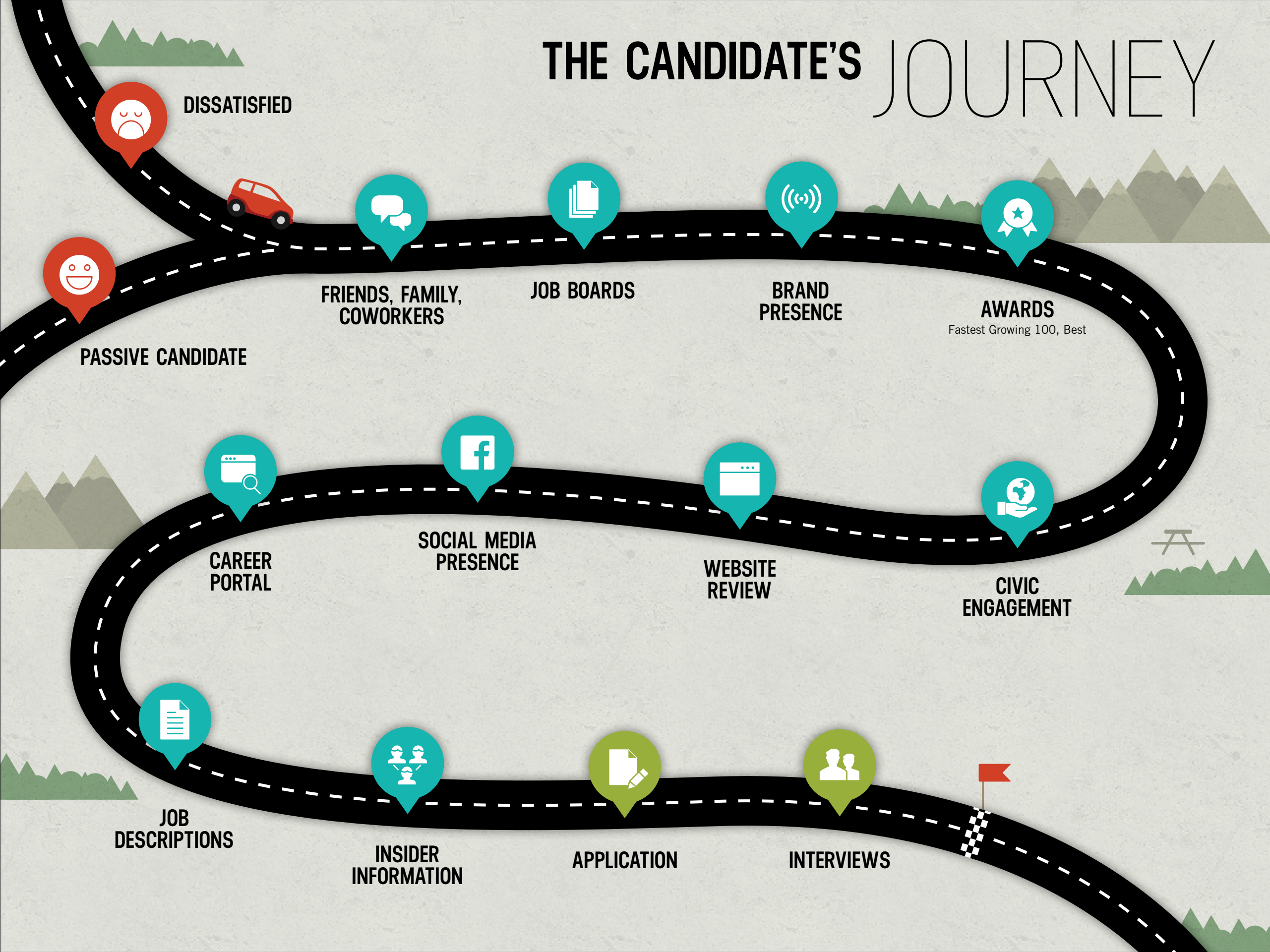
Show up Fully

**What motivates you to come to work every day?
What do you think will keep you motivated in
this role at Northwest Self Storage?**

4. Do you think your friends / coworkers appreciate you more for your directness, or your ability to smooth things out?
5. What do you find yourself thanking coworkers for?

16. Tell us about a time you had to change plans, at work or in your personal life. How did you navigate that?
17. Tell us about something you learned in a previous work environment that you think will help you succeed in this role at Northwest Self Storage.
18. What is something you want to get better at over the next year?
19. How do you like to learn new skills? Is there something you look forward to learning in this role at Northwest Self Storage?

THE CANDIDATE'S JOURNEY





HIRE!

A-PLAYER WORKSHEET

Name: _____

Company: _____



A-PLAYER EMPLOYEE #1

Name & Role: *Barbara, Production Manager*

Attributes & Values:

*Self Starter, High Follow-through, Committed to Fairness,
Driven by Results...*

Things This Person Cares About:

Volunteerism, Career Advancement, Skills Development...

Notes (Demographics/Psychographics):

*College Education, Mid-career, Wants to be Part of
Something Important...*

A-PLAYER EMPLOYEE #2

Name & Role:

Attributes & Values:

Things This Person Cares About:

Notes (Demographics/Psychographics):

A-PLAYER EMPLOYEE #3

Name & Role:

Attributes & Values:

Things This Person Cares About:

Notes (Demographics/Psychographics):

1.

**WHO
YOU ARE**

2.

**WHAT'S
IN IT
FOR YOU**

3.

**WHAT'S
REMARKABLE
ABOUT OUR
CULTURE**

4.

**KEY SKILLS
YOU BRING
TO THE
TABLE**

1.

WHO YOU ARE

Right-fit Solid Form team members **seek out challenges** and enjoy the process of **creating and problem solving.**

2.

WHAT'S IN IT FOR YOU

We're looking for a level 1 fabricator who wants to **grow** and develop the skills necessary to **become an exceptional custom metal fabricator.**

3.

WHAT'S
REMARKABLE
ABOUT OUR
CULTURE

At Solid Form, we **work with people we enjoy** and seek to build lasting relationships. We value continuous improvement and are always looking for ways to grow. Because of that, opportunities to expand your skills and **advance your career** are part of your experience as a team member.

3.

WHAT'S REMARKABLE ABOUT OUR CULTURE

UNIQUE BENEFITS

- Employer paid volunteer time
- Continuing education and employer paid learning events

4.

**KEY SKILLS
YOU BRING
TO THE TABLE**

While you have yet to develop all the skills of a custom fabricator and need experience with specialty metals, **you know what it takes to succeed in a manufacturing environment** and on a job site.

4.

KEY SKILLS YOU BRING TO THE TABLE

UNIQUE SKILLS

- Interpreting shop drawing and reading prints
- Utilizing basic measuring tools
- Caring about the details in all aspects of work