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VETERANS NEWSLETTER

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6 Things That Drive Hiring Managers Crazy

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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:

Chelan/Douglas Job & Resource Fair

May 10, 2018, 10-1

Pybus Public Market

Wenatchee, WA 98801

Veteran Job & Resource Fair / Stand Down

Saturday, September 29, 2018, 10-1

Grant County Fairgrounds

4H Building, 3953 Airway Drive

Moses Lake, WA 98837

Did you know: --

Getting to and from work is difficult without a driver's license. Veterans who have lost their driver's license for one reason or another may feel trapped. A driver's license is also essential to ensuring a veteran can get access to health care, maintain relationships with family, and get other services in town.

If you have lost your driver's license, you do have options. Here are some steps you can take to get your driving rights back.

- Research the requirements for license reinstatement in your state and county. Because driver's licensing is a state and county specific issue, the steps will be different. If your license was revoked due to a driving infraction, you may have to take classes and pay a fine. If it simply expired, you will need to pay to have it renewed. You may also need to re-take your driving exam.
- Read the suspended license notice you received. Your DMV will send this to the address they have on file, so if you have and a change in address you may have to track it down. If you cannot find it, ask the DMV for a copy of your driving record.
- **Gather the right identification**. For veterans that have been homeless, this can be a challenge. Without a mailing address, and the appropriate proofs, you cannot get a driver's license. Working with a homeless veteran's organization in your area can help you work through these hurdles.
- Pay the license reinstatement fee at the end of your suspension period. This is the first step in most states to get your license reinstated. If you are having trouble with the cost of the reinstatement fee, find a veteran's relief organization in your community that will have resources to help.
- Purchase car insurance, and present proof. You cannot get your license back if you don't have proper car insurance.
- Complete any required classes. Many types of license revocation, such as DUI or traffic infractions, require the driver to take classes in driving safety before the license is restored.
- Request a relicensing hearing. Many states require drivers to have a relicensing hearing once they have completed all of the steps. You will need to request this through your DMV.
- **Talk to your local VA about any ticket or court cost forgiveness dates**. Some courts and veteran's organizations are partnering to offer veterans court days when they can have their fines reduced or forgiven. If you qualify for one of these, it can give you a fresh start as you seek to get your license back.

For more information on getting a revoked license reinstated, visit:

- [DMV.org](https://www.dmv.org): How to Reinstatement a Suspended License
- [National Veteran's Legal Services Program](#)
- [MilitaryBenefits.info](https://militarybenefits.info): Veterans ID on Driver's License or ID Card by State
- [US Department of Transportation: Program to Assist Veterans to Acquire Commercial Driver's Licenses](#)
- [Legal Aid Foundation of Los Angeles: Veterans Services](#)

Free Classes & Workshops

Dept of Vocational Rehabilitation Orientation

Every Tuesday, 10:00-11:00

Strategies for Success Module 4 -Personal Strength Builders	Apr 30-May 3, 10:00-3:00
Strategies for Success Module 5 -Community Engagement	May 7-10, 10:00-3:00
Strategies for Success Module 6 -Work Concepts 2	May 14-17, 10:00-3:00
Strategies for Success Module 1 - Work Concepts	May 21-24, 10:00-3:00
Strategies for Success Module 2 - Health & Well Being	May 29-June 1, 10:00-3:00

***Attendees must provide an external memory device (Thumb/Stick Drive).*

WorkSource is closed on Memorial Day, May 28th

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Hot Jobs!

Go to *WorkSourceWA.com* for over 325 job listings!

WorkSource is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service 711.