



Getting it from The Source



Greetings from Pat Hall Jaynes, SPHR, SHRM-SCP, CEO, The HR Source

As summer fades and we transition into the fall season, it's hard to believe how quickly the year is moving!

While navigating through fall festivities towards the year end holiday season, it's important to look back on the year and ensure your organization is prepared to close out key HR tasks. Whether it's reviewing employee benefits, conducting performance evaluations, or finalizing year-end compliance requirements, now is the perfect time to tie up loose ends and prepare for the coming year.

HELPING GREAT COMPANIES FIND GREAT PEOPLE

OCTOBER / NOVEMBER 2024

FROM THE SOURCE

Value Added Services

Diversology



Take a journey exploring Diversity, Equity and inclusion from three unique viewpoints: Awareness, Sensitivity, and Skills-building.

- A small group workshop
- An interactive learning adventure
- A safe space for sharing and growing, where personal stories are celebrated and encouraged.

If you missed the February workshop, keep an eye on our socials for our next offering. Click [HERE](#) to check out our website for more information.



Direct Hire Services

Do you have open positions to fill? Contact us for a FREE consultation and learn about The HR Source "Three Candidate Guarantee".

Personality In the Workplace

What's Your Type? INTP, High D, Extraversion? What About Your Coworkers?



Personality testing can be a valuable tool in the workplace when used thoughtfully and ethically. It can provide insights into individual preferences, strengths, and potential challenges.

Tools such as Meyers Briggs or DISC Assessment help coworkers understand team dynamics and how to foster collaboration. Evaluations such as these also help to identify areas for growth and targeted training.

Key considerations for personality testing include:

- Validity and reliability of tests
- Cultural sensitivity to differences and biases
- Informed consent from employees
- Data privacy for confidentiality
- Ethical use to prevent discrimination

Click [HERE](#) to read how CAVA is using personality testing to facilitate team collaboration and communication.

Employment Resources

Are you seeking new/free job training?

Click [HERE](#) to learn about government job training programs that can give you new skills to reach your career goals. Most states offer job training programs. [Find your state labor department website to search for job training.](#)

Got a big interview coming up?

The HR Source is providing some fantastic mock interview platforms to help you prepare for your next big opportunity. Whether you're looking to practice coding interviews or sharpen your soft skills, platforms like [Interviewing.io](#), [Pramp](#), [My Interview Practice](#), [Big Interview](#), and [Mockinterview](#) (Google Play App) offer a range of virtual mock interview sessions, feedback, and resources. These tools allow you to practice with real professionals or peers, helping you build confidence and refine your responses. Explore these resources to ace your next interview!



The HR Source

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Birthdays

10/5 Michael Winn
10/6 Brianna Rivera
10/14 Michael Beverage,

Cultural / Awareness Days

October
National Emotional Wellness Month
10/27 National Internet Day
10/31 Halloween

November
National Aviation History Month
National Native American Heritage Month
11/28 Thanksgiving Day

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NEWS YOU CAN USE

G.I.F.T.S. CAMPAIGN

The HR Source has launched a campaign to bring value in the form of insights, guidelines, webinars and sponsored events.

IT'S FREE
TAP THE DOWNLOAD LINKS
TO ACCESS YOUR
RESOURCES.



[Open Enrollment Guidelines](#) - 10 Steps to Prepare and Execute a successful Open Enrollment

[Best 5 Resume Writing Tips](#) - September was National Resume Month. Is your resume ready for the fall hiring season. This GIFT will get you there!

[Q4 2024 Candidate Market Analysis](#) -Salary data compilation to assist both employers and HR professionals determine if they are offering or receiving fair market salaries.

[Coming November 2024 - FREE Financial Fitness Webinar](#)
Follow our socials for announcements about our next big GIFT.

HR Events



Northeast HR Association Annual Conference
Oct 15-17, 2024 Newport, RI

Join a community of peers dedicated to elevating the HR profession through connection and learning. Register [HERE](#)

[People 2030: Our Talent, Our Future](#) October 29-30
New York Marriott at the Brooklyn Bridge, Brooklyn



With a focus on creating purpose for the workforce, developing potential, efficiency, innovation, and engagement, this HR conference will benefit HR professionals at any level.

[SHRM INCLUSION 2024](#) November 4-7
Gaylord Rockies Resort & Convention Center, Aurora CO



At INCLUSION 2024 you will obtain practical applications to help you expand your thinking, foster inclusiveness & increase your cultural awareness.



DisruptHR DC, November 7, 2024

The HR Power Network:
Building Bridges for HR and Business Success
Follow The HR Source socials for more information.

@THEHRSOURCE | (301) 459-3133

