



HOW TO MAKE YOUR TEMP POSITION PERMANENT

Today's job market is full of competent and **competitive job seekers**, allowing employers to take their time in finding the perfect person for an open position. One very popular and common route for employers to take is hiring temp-to-hire candidates so they can take a routine three to six month look at the individual before making the decision to hire them on permanently. Additionally, the employee is able to truly consider during this 'temp' period if the company and position are a good fit for them. **Go to Work Every Day Like the Job is Already Yours** When in a temporary position, the mindset of the individual is everything. If the candidate is performing like they are only there for a short time and just to get a paycheck, then it is easy to say the person will not be considered for permanent hire when the temp period runs out. From the first day you walk into the job, treat your tasks and responsibilities as if they are yours permanently. Going the extra mile, coming in a few minutes early, staying late as needed to complete assignments, and participating fully in meetings and brainstorming sessions will show your supervisors that you are serious about the position. **Encompass the Company** Follow the dress code, take your time to learn as much about the company as you can, and start networking within the organization to show you are serious about being there for the long haul. Learning the company's history, key clients, earnings reports, vision, culture, and mission are all integral parts of encompassing all facets of your **temp-to-hire position**. Ask questions, develop relationships, and offer to help in the areas you are skilled at to demonstrate your dedication. **Anticipate Needs & Show Initiative** Always be looking for ways you can go the extra mile. If you are finished with your assignments ahead of time, then see if there is something else you can be doing to help your department or co-workers. If there is not anything available, then take the time to offer to do a task that you know would prove useful to the company. Before clocking out for the day, find out from your supervisor if there is anything else you can do for him or her. These extra efforts show your employer that you are valuable and an asset to the company. **"Patience is a Virtue"** While it is hard to wait on the news as to whether you will be offered to stay on in a permanent position, you must not fret. Don't ask your boss if you will be hired on right away, instead practice patience and take the time to demonstrate your talents and skills that will benefit the position the most. You may convey your interest in the position towards the end of the term and bullet-point all the ways in which you have added **value to the company**.

<https://blog.granted.com/>