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QUESTIONS HIRING MANAGERS ASK THEMSELVES WHEN ASSESSING

By Nick Kossovan

Readers often ask me for insight into the mysterious and confusing "how employers hire." While the recruitment process—keep in mind there's no universal recruitment process, as every employer assesses candidates differently—may seem shrouded in secrecy, there are common questions that hiring managers consider when evaluating job candidates.

Your interviewer won't ask these common questions directly; they're in their mind. Hence, never take your interviewer's questions at face value; try to discern the underlying question.

INTERVIEWER: "Do you live nearby?"

QUESTION ACTUALLY BEING ASKED: Will this candidate be reliable?

INTERVIEWER: "Tell me about a time you were in a conflict with a colleague and how you handled it. What was the outcome?"

QUESTION ACTUALLY BEING ASKED: Will this candidate be easy to work with?

Understanding, and therefore speaking to, the following four questions on every hiring manager's mind is a sure way to endear yourself to your interviewer.

Will this person be a fit with the current team and company?

The primary concern for a hiring manager is whether a candidate will seamlessly fit into the company's culture and existing team. Demonstrating how well you'll 'fit in,' you'll significantly increase your odds of getting hired. Employers are looking for more than just someone who can do the job. They're looking for candidates who'll be a natural fit and complement their current employees' work styles and personalities.

A candidate who doesn't mesh well with the team will disrupt productivity, create interpersonal tensions, and drain morale. Therefore, understandably, hiring managers pay close attention to a candidate's communication style, emotional intelligence, and teamwork skills.

Your interviewer is likely asking themselves:

- How well is this [candidate's name] listening and responding to me?
- Does [candidate's name] seem like someone who'd be comfortable working in a team?
- Will [candidate's name] clash with [names of employees the candidate would be working closely with]?

Ultimately, you want your interviewer to envision how you'll function in the existing workplace culture, that who'll be a natural fit, will hit the ground running and not be a square peg in a round hole. Contrary to entitlement-fueled belief, employers aren't responsible for you fitting into their workplace; that responsibility is entirely yours.

Will they be easy to work with? (read: Will they be easy to manage?)

With so much anti-employer rhetoric nowadays, hiring managers assess more than ever whether a candidate will be pleasant to work with and easy to manage. They want to avoid candidates who'll require handholding, are overly sensitive to feedback, or are simply difficult to work with.

Skilled hiring managers recognize red flags such as:

- Defensiveness or antagonism in response to questions
- Rigid or inflexible thinking
- Failure to take accountability for mistakes
- Tendency to make excuses or blame others

You want to come across as a candidate who's mature, resilient, and a proactive problem-solver with a growth mindset, not someone who'll be a high-maintenance employee.

Will they be a liability?

Employees are liabilities.

Employers want to minimize their liabilities.

A critical aspect of hiring is vetting candidates to ensure nothing in their background could adversely affect the company. (e.g., offensive online behaviour, having been let go for cause, exaggerating or lying about their experience and qualifications)

Ultimately, hiring managers must be confident that a new hire won't bring any legal, ethical, or behavioural baggage that could expose the company to liability. The company must trust that the chosen candidate will be responsible, hardworking, ethical, and professional and that their outside activities, especially online, will not harm its brand and reputation.

Will they stick around?

I've yet to meet a hiring manager who doesn't gravitate toward a candidate they feel will be a loyal, engaged, committed long-term employee. After not deeming a candidate a fit, having a feeling or getting the impression that the candidate is only looking for a stepping stone is the second most likely reason I reject a candidate. Onboarding and recruiting are time-consuming and expensive; therefore, employers aim to avoid disruptions and costs associated with turnover.

Your interviewer will look for signs that you're genuinely interested in the role and the company as opposed to just a paycheck. Hence, you'll be asked about your long-term career goals and, if you're currently employed, why you're looking for a new job. (Rare is the candidate who answers this convincingly.)

Your work ethic, reliability, and ability to handle the role's demands are all qualities you want your interviewer to get a sense of. Provide evidence that you have stamina, the ability to adapt, and the commitment to succeed. Keep in mind employers want to reduce costly turnover as much as possible. Your interviewer will pass on your application if they feel you will be around only briefly. Finding the right candidate isn't about skills and experience; these are secondary. Someone who'll foremost be a loyal and engaged employee and has the right skills and experience is the right candidate.

If you feel you're acing interviews ("I aced the interview! I answered every question on point.") but not getting offers, it's likely because you didn't answer the four aforementioned questions every hiring manager asks themselves when interviewing.

Nick Kossovan, a well-seasoned veteran of the corporate landscape, offers advice on searching for a job. You can send him your questions at artoffindingwork@gmail.com



Durham Region Priorities Fall 2024

By Maurice Brenner
Regional Councillor Ward 1 Pickering

As the summer months fade away, the my work as a Regional Council ramps up and it's time again to focus on what my priorities will be for this session.

Looking first at Public Transit, while ridership is at an all time high, it stretched the resources of Durham Regional Transit. As the Pickering representative on the Transit Executive at our September meeting, I raised several concerns about how this has impacted community connectivity as routes such as Pickering 121 have changed in an effort to reach customers along the Finch corridor. While solving one problem, it created another. This has been flagged along with several other changes in anticipation with the pending 2025 Budget. At a Special meeting of the Committee of the Whole, I got a snap shot of the challenges that lay ahead and how DRT will be tackling them. In bringing forward a recommended 2025 property tax guideline, staff considered the various pressures impacting the 2025 budget including increased demands for transit service, Transit's E-Mission Zero Strategy to electrify Durham Region Transit's fleet and the impact and affordability of property tax increases on Durham residents and businesses. There are also significant concerns around a lack of provincial and federal funding that are critical in achieving the objectives of the original Service and Financing Strategy. In light of these considerations, the recommended 2025 budget guideline that was approved provides for a projected overall 1.75 per increase in the total property tax levy dedicated to Durham Region Transit. This represents a projected \$15.741 million increase (16.7 per cent) over the 2025 Durham Region Transit Budget. Once finalized, I will be pursuing options on how to restore services where necessary.

Focusing next on Homelessness, I spent the summer months working along side DARS as we put the finishing touches on the Transitional Housing Farmhouse (690 Third Concession Rd at Whites Rd) The agricultural property is owned by TACC Developments who leased it to DARS at a nominal cost. The house will house 7 residents. But this isn't a traditional program. 690 Third Concession is different, providing residents an opportunity to grow vegetables and raise egg-laying chickens and learn farm related entrepreneurial skills. The concept is providing more than four walls.

The capital costs for the major renovation did not have any impact on the 2024 Budget nor will it impact the proposed 2025 Budget. All costs were funded through a City of Pickering Casino Grant as well as Durham Region Grants and Community Volunteers and its operating costs will run in the black. The project is a first of its kind and I will continue to commit time to see it through. The Official Launch and Open House is October 10th to coincide with World Homeless Day which aims to raise awareness about the needs of people who currently experience homelessness and promote work in local communities to alleviate suffering and prevent death.

As we move forward, we must recognize that the issue of a lack of affordable housing, economics and numerous other stressors on families will contribute to the rising numbers of persons finding themselves homeless. It is a crisis. My priority remains tacking it head on, focussing on dignity as a cornerstone.



PATRICE BARNES

MPP - AJAX

PROUDLY SUPPORTING LOCAL
BUSINESSES LIKE THE CENTRAL NEWS

By D. Lynne, Associate Columnist



WHY, IS THE QUESTION TO ASK

1. Why, are municipal councils, school boards, federal & provincial parties, the people we elected, making so many changes to our communities and lives without involving us in these decisions, after all, we the people are the ones who pay, by way of our taxes, to implement the changes they make?
2. Why, are they creating All Day bus lanes that have little use in off peak hours?
3. Why, are we reducing traffic lanes so restaurants can have outdoor patios, thereby subjecting their patrons to the hazards of exhaust fumes, excessive noise, bicyclists speeding past, cigarette butts & other garbage tossed from windows of passing vehicles? Why should we be concerned of the potential of an accident happening to one of these patios, injuring or killing some of those patrons?
4. Why, are we reducing traffic lanes to create so many bike lanes that have little use most of the time and likely next to no use during winter?
5. Why, are we installing rental areas for manual & electric, bikes & scooters, all over municipalities?
6. Why, are young children in pre-school and elementary grades being subjected to adult topics their young brains have not yet developed enough to comprehend and question?
7. Why, are young children, toddlers to teenagers, being subjected to entertainment that has always been considered Adult Entertainment, minimum age 18 yrs and up? Even the movies we watch have age restrictions and warnings.
8. Why, are young children being taught to question if they really think that they are a boy or a girl?
9. Why is it okay to provide children puberty blockers and then when a teenager, mutilate that child?
10. When did governments birth our children and become their caregivers with no responsibilities?
11. Why, do people, adults think they now have to declare their pronoun?
12. Why or how, does providing so called safe drug sites cure drug addiction and save lives?
13. Why, has common sense and experience been disregarded?
14. Why is one labeled as being racist, homophobic, transphobic etc if they question anything?
15. Why is it called hate if one questions what is happening?
16. Why is electric use for cars, heating, cooking etc being promoted as the salvation of this world?
17. Why did the majority of us accept willingly, without questioning, to believe taking the coved shots and boosters was the only way save the world?
18. Why have all these things been happening around the world at the same time?
19. Why do we believe everything the paid media keeps telling us?
20. Why are we here in Canada not seeing how many other countries are now fighting and rejecting many of these compelled agendas against life as we knew or know it?

Write your answers if you have any, to Letters to the Editor

Remember, you are not alone, the more you speak up the more others will speak up too.

**Silence Solves Nothing, It's Time, To Stand Up, Speak Up For
Your Rights, Before They're Gone. Keep Democracy Alive**