

What's neXt

Insperty Early Talent Program Updates

AT A GLANCE

- Early talent highlights from recent months
- 5 tips for exploring career interests in college
- We dive deeper into one of Insperty's best benefits: Flexible Work Schedule
- Open entry-level positions and internships
- What is an informational Interview?

What Have our Early Talent Insperitans Been Up to Lately?

We call our employees 'Insperitans' and our Early Talent Insperitans have been mastering work-life balance these last couple of months

From volunteering for a Habitat for Humanity Build, attending i2i (introduction to Insperty) for new employees, to recruiting on college campuses, and former intern meetups, there were plenty of opportunities to get engaged, meet new friends and enjoy working, volunteering and social-time with coworkers.





5 Tips for Exploring Career Interest in College

One grad's story of exploring career interests in college and her best takeaways

By Emily Curtis--a writer based in Boston. She graduated from Emerson in 2022 with a degree in Writing, Literature, and Publishing, and is currently getting her masters in Publishing. You can find her on Instagram or read more on [her website](#).

Whether you are just about to enter college, in your final year, or about to start your master's degree, you know well enough that exploring your career interests and options is no easy feat. It takes years of figuring out what interests you the most. And even then, there's no telling if something else may come your way and change your path again.

According to withFrank.org, “at least 80% of college students change their major throughout their college education.” Take my story, for example. Entering my liberal arts college as a freshman, I signed up for Marketing Communications when in all actuality, I was interested in several other majors I believed I might enjoy more than marketing.

Throughout my four years of college, I took advantage of countless opportunities and experiences to reach where I am today. Read more to see what you can expect when exploring career interests in college—what to do and what not to do when branching out and discovering your career passions.

- 1. Attend career and job fairs as frequently as possible.**
- 2. Leverage your school’s career centers.**
- 3. Talk with your professors.**
- 4. Step out of your comfort zone--join clubs, get involved.**
- 5. Never turn down a good opportunity.**

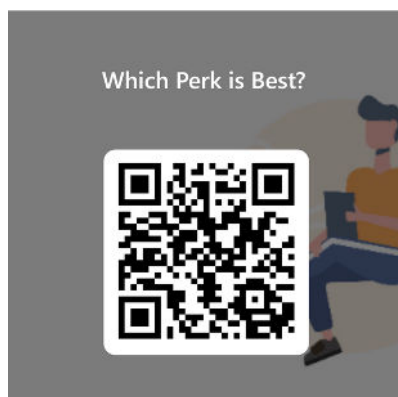
The bottom line is this: take advantage of all your school has to offer. All its resources, connections, professors, and services. They are there to help you.

Read the full blog post from [handshake](#).

Which Work Perk is Best?

What matters more to you? Hybrid work schedule or free snacks at the office?

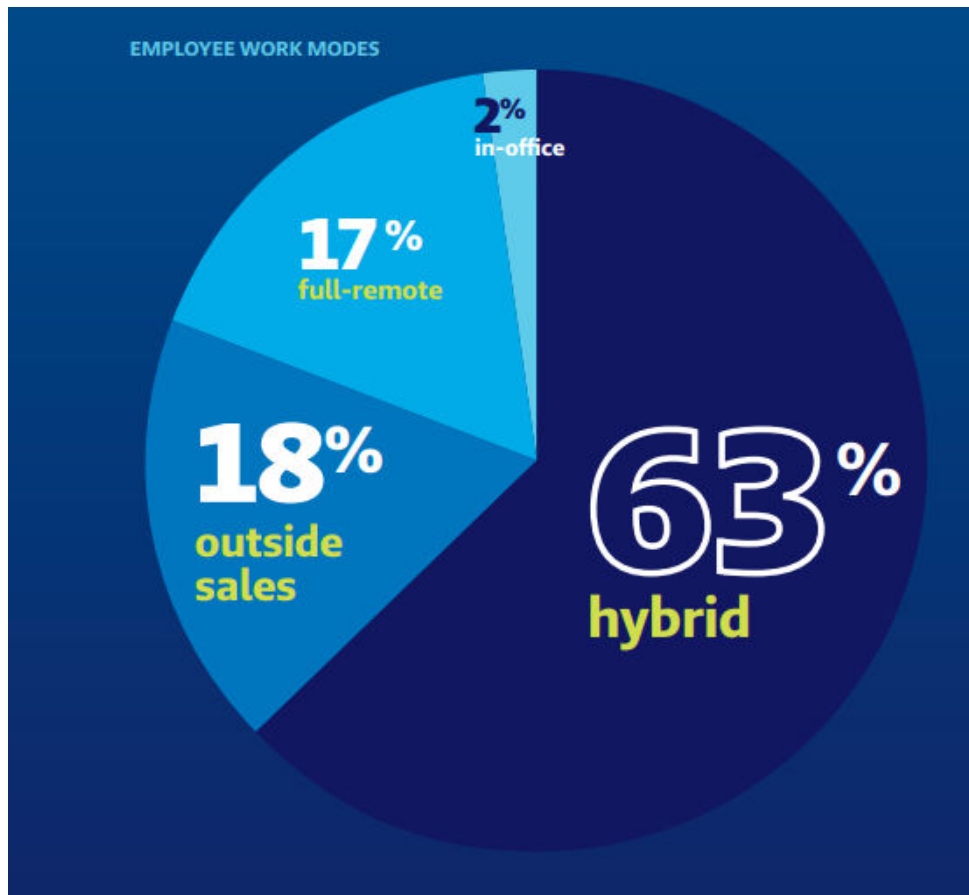
After important details like salary and job description are squared away, one of the most exciting parts of a new job is figuring out the benefits . Naturally, some work perks prove more lucrative than other. In our poll this month, we ask which perk is best--a hybrid schedule or free snacks in the office?



Scan the QR code or use the [link](#) to access the poll.

Insperity Benefit Spotlight: Flexible Work

Over 80% of employees enjoy a flexible work schedule



Insperity provides the most comprehensive suite of scalable HR solutions available in the marketplace with an optimal blend of premium HR service and technology. With more than 90 locations throughout the U.S., Insperity is currently making a difference for thousands of businesses and communities nationwide.

Behind our success is the unshakeable belief in the value of our people. We value diversity, inclusivity and a sense of belonging. We celebrate work and life events, and we partner with our clients and communities to make great things happen.

We have received recognition numerous times as a top place to work, most recently ranking on U.S. News & World Report's "Best Companies to Work for 2024" list, and Glassdoor's "Best Places to Work in the U.S. 2023" list.

Our Flexible Work Program was designed to meet the needs of the business and combine the best of in-office and at-home work for our employees. We focus on collaborative relationships, employee wellbeing, fostering our culture and emphasizing business results.

Over 80% of Insperity's jobs have flexibility. We want your time to have balance, whether it's spent with coworkers, clients, family or your community.

Check Out These Open Positions

See if any of these would be a good fit for you

[Sales Development Representative - Inbound Interceptor](#) - Kingwood Texas

[Payroll Compliance Coordinator](#) - Kingwood Texas

[Payroll Specialist](#) - Coppell Texas

[Agency Temp Sales Process Specialist](#) - Kingwood Texas

[Human Resource Representative](#) - Chicago Illinois

The Informational Interview

A great way to explore career options

Informational interviews are informal conversations with people who work in a field or role that you are interested in. They are not meant to get you a job, but to help you learn more about a career path, industry, or organization. By conducting informational interviews, you can gain valuable insights, build your network, practice your interviewing skills, and discover new opportunities.

Here are some steps for preparing, requesting, and conducting an informational interview:

- **Contact the interviewee.** Find and contact someone who works in the field, role or company that you are interested in. You can use your existing network, online platforms, or referrals to identify potential interviewees. Emphasize that you are looking for information, not a job.
- **Research the company and the industry.** Before the interview, do some background research on the interviewee, their company, and their industry. This not only demonstrates your interest and enthusiasm, but it avoids a discussion of basic information you can easily find online.
- **Prepare interview questions.** Make a list of open-ended questions that you want to ask during the interview. Examples: What are the most rewarding and challenging aspects of your job? What are some of the common misconceptions about your profession? What are some of the best resources to learn more?
- **Schedule and confirm the interview.** Once the interviewee agrees to meet with you, suggest a few flexible dates and times that work for both of you. Ask them about their preferred mode and location of the interview, such as in person, phone, or video call.

- **Conduct the informational interview.** On the day of the interview, dress professionally, arrive on time, and bring a copy of your resume, a notebook, and a pen. Express your appreciation for their willingness to meet with you, and remind them of the purpose and duration of the interview. Listen attentively to their responses, and ask follow-up questions if necessary. Be mindful of the time, and wrap up the interview when you reach the agreed limit
- **Follow up after the interview.** Within 24 hours of the interview, send a thank-you note to the interviewee. Express your gratitude for their time and advice, and highlight the key points that you learned from them. Mention any action steps that you plan to take based on their suggestions, and update them on your progress. Keep the communication open and professional, and maintain the relationship by sending occasional messages or emails.

Have Questions for Us?

Feel free to reach out!

Christian Henk, Intern Program Specialist: christian.henk@insperity.com

Laura Morgan, Corporate Talent Acquisition Early Talent Sourcer: laura.morgan@insperity.com

Jill Chapman, Director Early Talent Programs: jill.chapman@insperity.com