

# CROSSMARK Events Hiring Guidelines

## ADDITIONAL ITEMS (strongly preferred for Team Leads)

### TRAITS

- Amiable
- Tenacious
- Creative
- Patient

### SKILLS

- Ability to motivate and lead others
- Convey a sense of urgency
- Build relationships with store personnel

### WORK EXP/EDUCATION

- Food safety and sanitation certification

## PREFERRED (for all positions)

### TRAITS

- Assertive
- Dedicated
- Team oriented
- Self-motivated

### SKILLS

- Ability to interact with customers in stores
- Ability to comprehend customer expectations
- Multi-tasking

### WORK EXP/EDUCATION

- In-store events /merchandising experience
- Food preparation experience

## REQUIRED (for all positions)

### TRAITS

- Optimistic
- Trustworthy
- Passionate
- Reliable
- Adaptable
- Resourceful
- Attentive
- Engaging

### SKILLS

- Sales ability
- Overcome objections
- Rapport building
- Ability to think on the fly
- Customer service aptitude
- Communication skills
- Problem solving

### WORK EXPER/EDUCATION

- High school diploma or GED
- Solid work history