SEASONAL STAFFING SELF-CHECK · MMM TRAINING

The Season You Can't Staff Twice

90 SECONDS

Seasonal hiring gives you one attempt. Tick what's ready before it starts.

Peak season doesn't expose new problems. It magnifies the ones already there.

TICK ONLY WHAT IS TRUE TODAY — NOT WHAT YOU INTEND TO FIX

- ☐ **Seasonal staff get a written onboarding, not a rushed walkthrough.**
  If not: you're training under pressure, which is when standards quietly drop and stay down.
- ☐ **I know how many I need before I start hiring, by week.**
  If not: you'll over-hire early and scramble late, and pay for both.
- ☐ **Returning staff have a shorter path than first-timers.**
  If not: you're re-training people who already know the job, using hours you don't have.
- ☐ **Managers know who's authorised to approve overtime during peak.**
  If not: overtime becomes whoever said yes fastest, and you'll see the total afterwards.
- ☐ **There's a written end-of-season offboarding.**
  If not: equipment, access, and the good people you'd rehire all disappear together.
- ☐ **Last season's lessons are written down, not just remembered.**
  If not: you'll solve the same three problems again, from scratch, under the same pressure.

Now count the boxes you left empty.

Seasonal work is where undocumented process becomes most expensive, because there's no time to fix anything mid-season.

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0–1 blank
You're in good shape
Tighten the one gap before it becomes the one that costs you.

2–3 blanks
This is most businesses
Real money is sitting here. The fix is usually writing things down, not hiring.

4–6 blanks
Your business runs on you
Nothing is broken yet. That is exactly why now is the cheap moment to fix it.

WHAT THIS USUALLY COSTS

You get one attempt at a season. Not two.

Whatever isn't documented before it starts won't be documented during it. The SOP Buildout gets your seasonal playbook written while there's still time to use it.

SOP + Training Buildout
From $2,500
Book at mmmtraining.org

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