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## Different reasons for temping

Posted by Jesse Nunes at 1:05 PM

If you've ever held a temporary job, or know someone who has, you probably know that people have a variety of reasons for seeking out temp work. And as more and more full-time jobs take a hit from the economy, the potential pool of those looking for work -- any work -- will likely rise. That means many people may enter the temporary work force as a way of staying employed during difficult times, and many companies may look to expand their pool of temp workers to cut the costs of maintaining full-time employees.

But not everyone who looks for temp work has the same goals. Some people seek it out as a way to build their experience to help them land a permanent job. Others only want to work part-time and see temping as a great way to fit a job into their schedule. Still others use temping to supplement their main source of income.

Because people looking for temp work have different motivations for doing so, companies may look for a certain type of temp for a certain type of position. Veritude, a Boston-based staffing and workforce consulting firm, has created three "temp personas," designed to give insight into the temporary workforce for both employers and employees.

Veritude breaks down each persona by their motivations for temping, their expectations, and the "pain points" they encounter. The report attempts to identify the types of "personas" that temps fit into, with the goal of allowing both employers and temporary workers to understand their motivations, and in turn find the best fit for all parties. Here is a quick breakdown of the personas:

### 1) Looking for permanent work

This group, according to Veritude's report, consists mostly of younger workers looking to gain experience and a possible foot in the door with a company. They are not looking to work as a temp for a long time, and because of that will generally work hard in an attempt to show their value and earn a permanent job. They don't just want to coast along and cash their paycheck -- they're looking for advancement, and want to learn new skills and get feedback on their performance from their superiors.

### 2) Career temp

This group, according to Veritude, consists mostly of women (70 percent) who see temping as a way to fit a job around their schedules. Many are not concerned with benefits, since they are likely to be covered by a spouse, and they are not concerned about advancement. They are also less concerned about integrating into the social culture of a company, and place a high priority on location of the workplace.

### 3) Extra cash

This third group uses temping primarily as a way to build up their bank accounts, Veritude says. Whether they are college students taking a job during school break, or professionals looking to supplement their full-time job, these workers have little commitment to the job long-term. While they may place some small value on the experienced gained through the work, they are far more interested in simply supplementing their income.

If you want to read the whole report, [click here to access a downloadable version](#).

Do you have experience being a temporary worker, or are thinking about becoming one? What "temp persona" are you? [Share your thoughts in our discussion forum](#).

Also, check out some of our previous features on temp work:

- [Is a temporary job right for you?](#)
- [5 tips for making a temp job permanent](#)

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