

February 2008

Looking for Work & Looking for Employees In All the Right Places

Two Ways to Look for Work

Has it ever occurred to you that there are really only two ways to look for work? You can do it yourself or you can let someone else find the right match for you. Of course, the do-it-yourself method involves lots of effort in the form of temping at several offices hoping you find somebody you like then hoping they might be hiring, reading ads, calling everyone you know, sending resumes with cover letters, waiting, filling out applications, waiting, interviewing, waiting, waiting, waiting. Once you land the job, you can only pray you've made the right choice and will be compatible with your new employer and fellow employees. If you're not, you climb on the merry go round and start all over again.

Wouldn't it be easier to use the other method? Imagine having someone else sort through the available jobs and find the ones that fit with your personality. When you walk in the door for your interview, they already know you have the qualifications they're looking for. Even better, after we administer the DiSC[®] profile to you, we can match your personality style to the potential employer. That means when you get the job, the fit is right.

Two Ways to Hire a New Employee

Just as there are essentially two ways to look for work, there are two ways to hire a new member of your team. You can do it yourself or you can rely on someone you trust to send you the most qualified people to fit in your world. How does it work? Well let's look at what you do when you set out to do it yourself.

- \$ You write and run an ad. Put two \$\$s in the cost column.
- \$ Someone (you or one of your staff) fields telephone calls or collects resumes. Put another \$ in the cost column.
- \$ Once all the resumes are in, you review them and hope to uncover that golden nugget in the pile – the one person who is a perfect fit not only for the job, but with the rest of your team. *Keep in mind that the more people there are looking for work, the more resumes you will have to review.* Depending on the size of the pile, add two more \$\$s to the list.
- \$ Now comes the fun part. Someone needs to call the likely candidates, leave messages for those who don't answer and set appointments for those who do. Oh, and when you leave a message, be prepared to tie up your phones again when they call back. Remember, while you're on the phone with an applicant, your patients – new and current – might not be able to reach you. Add ten more \$\$\$\$\$\$\$s to your list.
- \$ OK, now you have appointments with 5-10 likely candidates. Plan to spend 30 minutes to an hour interviewing each one. That's time you will not be helping your patients. Remember, sometimes the interviewee doesn't show, but you still have the time blocked off your schedule. Add at least five more \$\$\$\$\$s.
- \$ You finally hire someone. They seem perfect to you. You train them and you really try to welcome them into the "family" but they just don't work out for one reason or another. When they leave, add five more \$\$\$\$\$s to your list and start all over again.

Yes, I know this is a worst-case scenario, but it happens all too often. While you're focused on hiring that one person, you have *not focused on your patients* and selling them the treatments they need. And you just spent a lot of time and money you could have saved by having **Desert Dental Staffing** focus on finding qualified applicants for you. It sounds simple, but you can see there really is a lot to it. In the long run, you'll save money. Remember, you only pay us if you hire one of our candidates.

Quote of the Month

Time is free, but it's priceless. You can't own it, but you can use it. You can't keep it, but you can spend it. Once you've lost it, you can never get it back.

Harvey Mackay