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This Can Be the Best of Times for Your Practice

Hiring new staff or looking for a job in tough times such as we have been experiencing in the last 12-18 months is something like a game of Monopoly. Sometimes you pass "Go" and collect your \$200. Other times, you diligently follow every roll of the dice, making steady progress toward that landmark on the board only to end up with the dreaded "Go straight to Jail" card. All your effort is wasted as you "Do not pass Go. Do not collect \$200." After losing a turn (or several), you start around the board again only to realize you are now well behind the other players.

The effort that goes into hiring or securing a new job is immense. It takes time and effort and there are no guarantees the right person will end up in the right job. If that happens, the both the practice and the job seeker essentially go straight to Jail, lose a turn, and start all over again. Let's take a look at the process:

The Practice

Let's say you are a practice and have suddenly found yourself operating with a very lean staff – too lean, in fact. You need someone. Keep in mind that when you are ready to hire, there are many applicants looking for work. As unemployment rates climb, the number of applicants does too. They all want to find you, the ideal employer. How do you fill your need?

1. First you run ads. If you choose to run them in the local paper, the cost can be very high. In Monopoly, this is where you land on Boardwalk and discover a hotel sitting there. Yikes!
2. Depending on your requirements, you may receive anywhere from 5 to 100 resumes. Draw a "Chance" card and review them all.
3. Once you have identified your favorite candidates, you will find yourself playing phone tag as you attempt to schedule an initial interview with them.
4. Next, schedule interview appointments. If you want to save time, conduct the initial interview by telephone and reserve face-to-face time for a second interview with those applicants who impress you the most.
5. Finally, you set aside time from your day to interview the applicant, but statistics show that one out of every three people scheduled for an interview will not show. They may not even call to cancel. The ones who do show may not present like you want. Maybe you make a hire, but you have no guarantees, in which case you start the process all over again and go back to Step 1.

In addition to what your time is worth, how many new patient appointments were missed while you were on the phone with the applicant? This process can cost you thousands of dollars, but there is an easier, less expensive way to add to your staff when you need to. Desert Dental Staffing is the answer. We will do all the work while you focus on doing what you do best – servicing your patients and building your business. The total cost is less than a crown ... and there is absolutely no cost to you unless you hire an applicant we have sent you.

The Job Seeker

Now let's take a look at the other side of the coin. You're out of work and you really want to find the right job, one you can stick with for the long haul, one that will not only keep a roof over your head, but will also be rewarding and enjoyable. You have marketable skills but how do you find the job that needs them? How do you go about finding that perfect job?

1. Every week, every day, you spend hours looking at ads.
2. You contact friends and acquaintances. You call potential employers. You write letters. You send out

resumes.

3. Then you wait for responses. If this were a game of Monopoly, you might find yourself going back a space at this point and starting over again.

4. Finally, someone calls you back. Hallelujah! You ask where they are located and decide a 50-mile one-way commute is too far away. You pass. Now you go back 2 spaces and start again.

5. Eventually, joy of joys, you schedule an interview. You gather your courage, smile, and do your best. All too often you discover something you missed ...

... the hours don't work for you,

... the employer doesn't have the benefits you are looking for or require,

... the range of pay is not what you expected,

... you don't have all the skills they are looking for

6. Suddenly you discover that you have wasted time and energy you could ill afford to waste. And, you have drawn that dreaded "Go straight to Jail" card. You do pass "Go" but without the \$200 and you ...

7. Start the process again. Meanwhile may have missed the right opportunity while you were focused on the one that did not work.

Would it not be better for you to work with someone who can help you stand out from the hundreds of job seekers out there today? How much easier would it be for you to know in advance that you have the skills the employer wants and that the employer is one that can fill your needs? Desert Dental Staffing does the research and the preliminary matchmaking for you at no cost to you. In Monopoly, that would be like sailing right past "Go" and collecting your \$200.

The bottom line is that we all know these are challenging times. Whether you are a job seeker searching for employment or an employer in need of staff, your job is difficult, time consuming, and often expensive. But it does not have to be that way. Desert Dental Staffing can take the pain out of the staffing process and help make this the best of times for practices and job seekers alike.

Quote of the Month

"A path is only a path, and there is no affront, to oneself or to others, in dropping it if that is what your heart tells you. Look at every path closely and deliberately. Try it as many times as you think necessary. Then ask yourself alone, one question. Does this path have a heart? If it does, the path is good; if it doesn't it is of no use."

~ Carlos Castaneda

Desert Dental Staffing Does the Work!!

At Desert Dental Staffing, there is NEVER A FEE for those seeking a position! There is NEVER A FEE for employers unless they hire one of our applicants. We do the research. We do the screening. We take the headaches out of staffing and job hunting. We specialize in matching people and practices to help everyone – doctors and staff alike – love where they are working! The right employee may already be on our roster.