

Good Stuff to Chew On: Beware the Lure of a Free Lunch!

People love the idea of getting something they need for nothing. It's an attitude that is probably as old as commerce, but so is the saying, "buyer beware." The two go hand in hand. I learned a long time ago to be extra cautious whenever anything seems to be too good to be true. Still, barely a week goes by that we don't hear about someone scamming or taking advantage of people through the Internet, notably with such unmonitored and uncontrolled services as Craig's List. Don't get me wrong. Craig's list provides an excellent service, but it must be used with great caution, especially if you are using it to find a job or an employee.

If you are an applicant, for example, consider what happens when you post your resume on an Internet service. The minute you press Enter, your information is out there for the entire world to see. That means your name, your telephone number, your entire work history and possibly even your address are available for anyone to see and use. And I mean anyone, from legitimate employers to identity thieves.

But let's say you do not post your resume. Instead, you identify a job that sounds perfect for you. The same holds true. You have no reliable way to know that the "employer" who has posted that too good to be true job is really who they represent themselves to be. You may be sending your information to a potential new boss. But you might also be sending it to someone who knows your current boss, which could be embarrassing if you are looking confidentially. You could even be sending it to a predator. Please, be very careful.

Now suppose you are an employer who just wants to hire a new employee and save a few dollars in the process. You post the job on that virtually free Internet service. Then what happens? Well, the first thing to remember is that unemployment is outrageously high right now; I know how many people come to us looking for work these days. So you can be sure that if you post an opening this way, you will be inundated with applicants. Not all of them will be qualified and yet you or a member of your already busy staff will still have to review every resume to separate the wheat from the chaff.

Undoubtedly, the hiring process will always be time intensive. It demands you review and screen resumes, call potential candidates (often several times), interview and check references (few take the time to do this). And you can only hope you end up with someone who will work out for you. I know of one dentist who tried hiring someone through a Craig's List posting. He scheduled an interview with the best candidate. She did not show. He moved on and after several interviews eventually managed to hire someone else. She lasted two days and never returned. He finally turned to us and had just the right person in place within days. What was his time worth for the hours he and his staff spent before he came to us? There is no such thing as a free lunch!

But the potential pitfalls do not end with no-shows and unreliable hires. Unfortunately, people do desperate things in desperate times and make no mistake - we are living in desperate times. Within the last year, for example, there was a situation where a dentist hired a hygienist without thoroughly checking her credentials. He later learned that she had taken a hygienist's license off the wall at another dentist's office, copied it, altered it and then used it to pose as a credentialed hygienist. She was treating patients with no training and most importantly, no legal right to do so. The dentist's legal exposure was off the charts. Please be very wise about how you hire staff.

Of course, there is one simple way to avoid the headaches and risks inherent in the hiring/job hunting process. Use a staffing service such as Desert Dental Staffing. As an applicant, you know our dentist clients are reputable, legitimate professionals. As an employer, you can be sure every applicant has been screened rigorously. We check their credentials and their references. We interview them. We evaluate them using a

Disc® profile to best match them to your existing team. In the extremely rare event that you have a problem with a person we place with you or if a temp fails to appear, we will send a replacement immediately at no additional cost. With Desert Dental Staffing, you get the peace of mind that comes from knowing we have sent you a reliable, legitimate employee. It may not be a free lunch, but it is the safest alternative and the cost is reasonable!

For temp staff, Please give us a call today at 602-840-4703.

Follow us on Twitter for our latest openings!

Quote of the Month

"Learn from the mistakes of others. You can't live long enough to make them all yourself."

Eleanor Roosevelt

Do You Blog?

Whether you use LinkedIn, Twitter, FaceBook or any of the thousand and one other blog sites, blogging is THE way to stay up to date and connected these days. We are seriously considering starting a Desert Dental Staffing blog just for you. This will be your blog, so your input is vitally important. What would you like to talk about, both with us and among yourselves? We really want your input, but some possible topics could include:

- Dealing with negative co workers and team members
- Motivating teams to top performance
- Conquering recession challenges for employers and job seekers
- Interviewing skills for both sides of the desk

Has Any of Your Information Changed?

Have you moved since you first signed up with Desert Dental Staffing? Do you have hard-earned new credentials? Desert Dental Staffing is your partner in career success, but in order to make sure we continue providing the best opportunities to you, we need to know how to reach you and we need to know what you can do. If any of your important contact information has changed or if you have acquired new job skills, please let us know so we can refresh our records.

Temping = Extra Money

Chances are that if you are working full time, you have not considered temp work as a way to earn extra money. But, full time employment means you have the skills we need to fill our ongoing demand for temporary help. So if you have free time in your schedule and would like to earn some extra income by temping for a few days, please give us a call today at 602-840-4703 to register for our temp service. Everyone wins. You boost your income and the dentists who need your skills when their regular staff is out get top quality temporary help.