

## How to Save Money When Hiring AND When Looking for a Job October 2006

Linda Miles frequently says that "Money is second in importance only to air." There is no arguing that we all love to save money without sacrificing quality. In fact when we find something of high quality and save money in the process we often brag about it!

Have you thought that you could save money while looking for a quality team member for your practice?

Have you thought that it could be possible to save money while you are seeking the perfect job?

Does this sound too good to be true? I thought so myself until I examined the numbers. Beginning with the time and energy it takes to write the ad, find the perfect place to show the ad, fielding calls, reading applications, refilling the fax machine, interviewing – I am almost exhausted just thinking about the process. I really woke up when I saw the costs!

Seeking the Perfect Team Member – Cost to Your Dental Practice:

Cost of printed ad for a few days \$350

Cost of ad online \$150

½ hour to write an effective ad \$10

½ hour to place the ad \$10

1 ½ hours of fielding calls from applicants \$30

Faxes from applicants \$10

½ hour to develop interview questions \$10

Interviewing 3 applicants – ½ hour each Dr. time \$400

**ESTIMATED TOTAL \$970**

How about the New Patients your practice LOST because the phone was tied up talking to an applicant who wasn't even qualified for the job????? If you lost even 1 new patient a conservative estimate is \$2000 of immediate lost revenue and that doesn't even speak to future revenue or lack of other new patients who would have been referred to the practice!

As if that wasn't enough, add to that the cost of frustration in dealing with applicants who are not qualified and who do not show for their appointments. What price can be placed on your peace of mind?

What if the perfect team member leaves after a couple of weeks? All of those applications you saved are virtually useless because any of the qualified applicants have most likely found jobs.

Compare this cost with the fee charged by Desert Dental Staffing which is backed by a replacement guarantee. The very few high quality applicants Gina sends your way frees your time, saves you money, keeps your phone free for the valuable new patients, and delivers peace of mind. For Gina, "Personnel Placement by Design" is not just a by line, it represents the integrity and commitment to saving you time and money!

Let's look at the flip side of employment for those who are seeking the perfect job. This is what the numbers revealed.

Seeking the Perfect Job – Cost to the Job Seeker:

5 hours combing the ads \$75

Gas driving to 5 interviews \$15

Driving time for 5 interviews \$40

Time for the 5 interviews \$75

Copies of application \$5

3 hours of time for calls to potential practices \$45

**ESTIMATED TOTAL \$255**

Expect to cut that down to almost nothing when you trust Desert Dental Staffing to find you the perfect job, oftentimes with just a single interview. How is that possible you ask? Using the Disc© profiling system and a comprehensive assessment of the practice personality and needs, you will be sent ONLY to practices that are an excellent fit.

Although your actual costs may vary from those represented in this article, the point is that your time is valuable and you want a high quality result.

Desert Dental Staffing can save you time and deliver a high quality result all backed by a guarantee in writing.

Call today and begin right away feeling smart about the money and aggravation you just saved!