

Field Guide to Winning the Talent War in 2024

We look forward to serving you! In this candidate driven market, we want to make sure you land the best talent available! So, we created this guide for you!



Our Pledge to you



To fully understand your needs and desires in finding a new provider.



To only send candidates that meet your requirements and are ready to start your position in a timely manner.



Expect the process to advance as follows



We will email you the candidate's profile and phone interview times. Let us know the best time for you to call them.



We will then confirm the phone interview time with the candidate and schedule the call.



Because of the demand for providers right now, we strongly urge you to schedule an interview with them within **48 hours** of seeing their profile. If they don't receive **48-hour** feedback throughout the entire recruiting process, they will assume you aren't interested and pursue other opportunities.

Recommendations



It is best to interview **more than one candidate at a time** in case one takes another position during the process.



Clients who act quickly, interview and **make offers within 3 weeks** of initially seeing resumes typically land the best candidates.



We are in a candidate driven market right now. Candidates have lots of options and have the luxury of choosing a position based on their exact desires. They often get more than 4 offers at once.



The medical groups that can adjust salaries, schedules, bonuses, etc. are going to the best talent.



Things to Focus on in 2024

5 Main things candidates are attracted to in this market (in order).

1



High Salary

2



4-Day Work Weeks

3



Partnership Tracks

4



High Sign On Bonus

5



Low Patient Volumes

Medical groups that adjust on these 5 items have a recruiting advantage in 2024.



Know your candidates' pain points well so that you can sell to those pain points throughout the recruiting process. You can best get to know their pain points by asking these 2 questions.



"What does your ideal position look like?"



"What is the main reason you are looking for a new position?"



It's important not to come off desperate when interviewing a candidate so that you have stronger negotiating power to land the best candidates for market value salaries. You want the candidate to feel excited to receive an offer from your organization.

People are attracted to what they perceive they can't have



If it's true, let the candidate know (a few times during the interview process) that you are actively interviewing other candidates and that finding the best candidate for this opening is critical to the organization. They need to know you have other candidates as options. Most of the time when working with us, we submit 2 or more candidates per opening – so you will most likely have multiple candidate options.

Sell your organization in your job posting, while you are interviewing candidates and tell your story well. People want to join winning organizations. They want to join organizations with a compelling vision, strong culture, and strong purpose. Talk about these things often. Use specific facts and details, avoid generalities.

Sell The 5 F's of Recruiting.

Know which 2 or 3 of these are the main motivators for your candidate and subtly bring these up during the recruitment process.

+ Fit

ties together the company's vision, needs, and culture with the candidate's goals, strengths, and values. **"Here where we are going as a company. Here is how you fit in".**

+ Freedom

show them how they will have freedom and autonomy over their work / schedule / decisions etc

+ Fun

talk about the specific ways the team has fun and enjoys their work. Fun describes the work environment and personal relationships the candidate will make.

+ Family

talk about the work / life balance and the time they can have with their family and /or **"What can we do to make this change as easy as possible for your family?"**

+ Fortune

show them #s and earning potential they can have if they perform well – the financial upside. **"If you accomplish your objectives, you will likely make \$____ (after productivity bonuses) in the next five years."**

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Questions to ask during the Interview

 **Phone interview**



1 What were 1-2 things that were most compelling to you about the job description that made you interested?

This will show you what matters most to them/their motivation

2 What are your career goals?

This answer will tell you if your position is a close match for them.

3 What are your strengths?

Do their strengths align with this role

4 What are your weaker points?

5 What makes you look for a new position now?

(does the reason they are looking to leave somewhere now match your exact same position. And thus, it doesn't solve their problem)

Then save some time to talk about their specific skills you need. E.g. ER experience or addiction experience, etc



Face to Face interview

(you need to have 1-3 additional team members in this interview so they can see things you will miss. Have each team member ask some of these questions)

- 1 What questions do you have for me? This tells you what's important to them
- 2 What brought you back to the 2nd interview? This tells you their main motivation
- 3 Of the jobs you have had in the past, which did you like the best, why?
- 4 What the one thing in your life you put the most effort into achieving?
- 5 What are you working on now professionally or personally

Then ask these for each of their last 3-5 positions (look for patterns, either good or bad. They will likely reoccur in your organization):

- 1 What was your role / job functions day to day?
- 2 What metrics or responsibilities were you held accountable for?
- 3 What did you like/dislike about this position?
- 4 What were your key successes and accomplishments (and how did you achieve them?)
- 5 What were your failures or mistakes? (Does your candidate learn from mistakes or do failures repeat themselves in many jobs?)
- 6 What will your boss say in a reference call, about your strengths, weaker points and overall performance on a scale of 1-5?
- 7 How would you assess your current supervisor?
- 8 Why did you leave?



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