

Clarity on Hiring

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- The best place to look for a great employee is in the workforce, not necessarily among those looking to re-enter the workforce or the unemployed. Look for people with great skills who aren't happy with their jobs or the companies they are working for. Many currently employed people don't feel their work aligns with their vision.
- The three things to look for in a new employee are: 1) alignment with your vision; 2) skills to do the job you want them to do; 3) that they are a financial match in that you are willing to pay them what they are willing to work for.
- You need all three of the above items in order for a new employee to work out. Vision without skills means they will be excited but unable to be of value. If they share your vision and have skills but aren't happy with the pay, they will be looking to go somewhere else. The right match needs to have vision, skills, and be a financial match.
- No matter your situation, don't settle for a "warm body" – however temporary you might think it will be. The wrong person can do serious damage to your practice, quickly.
- If you run an ad, put all three requirements in the ad. Be explicit. You can even direct your ad to people working in the health field who are unhappy and would prefer a more holistic environment. Keep looking until you find the right person.
- Make sure they can do the job before you hire them. Test their skills. Ask them about what they are noticing about your process. Do they have any questions? What would they do differently? Have them create a spreadsheet, type a letter, do whatever tasks you are going to require them to do before you hire them.
- Once you find the right person, give them a 30-to-90-day trial. Bring them in, train them up, plug them into your resource vault. Get them training in communication, procedure, efficiency appointments, anything that's related to their particular job. Meet with them on a regular basis. Interact with them on a regular basis.