

Becoming the Employee of Choice: Finding Your Best Fit

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GROWING PRACTICES SINCE 1995



The Employment Landscape

- Between 13,000 & 14,000 licensed audiologist
- BLS estimates that by the end of this decade there will be over 20,000 audiologist job openings
- How many Au.D. programs?
- Average class size?

BRAND – TRAITS, ATTITUDE & ATTRIBUTES – CULTURE – EMPLOYEE ENGAGEMENT

- Your Brand
- The Best Organizations Hire for Attitude
- Collective Attitude Defines Culture
- Great Culture Drives Employee Engagement



Creating YOUR Brand

- Starts with the resume
- Be more prepared than the next candidate
- Project the Attributes & Traits that all employers look for

Skills & Traits

- Skills are reflected in your experience, training & education and they can be acquired or developed
- Traits are reflected in your attitude & behavior and are much more difficult than skills to acquire or develop
- The Importance of Traits (“Hiring for Attitude”)

Hiring for Attitude



Mark Murphy's recent 3-year study with 5,247 hiring managers from 312 organizations that included public and private companies – there were a total of 20,000 employees hired and they were tracked for unequivocal success, “jury’s still out,” and failure after 18 months

Results:

- ***46% of these hires FAILED in the first 18 months (9,200)***
- ***19% were deemed to have achieved UNEQUIVICAL SUCCESS (3,800)***
- ***35% were pending- "jury's still out" - after 18 months (7,000)***

19% of the Failures:

- **1,748 of 9,200**
- **Split pretty evenly between TECHNICAL COMPETENCE (1,012) & a catchall category- OTHER (736)**
- **Is this surprising?**

The Remaining 81% FAILURES:

- ***7,452 FAILED New Hires***
- ***26% - NOT COACHABLE***
- ***23%- LOW EQ***
- ***17%- NOT SELF MOTIVATED***
- ***15%- WRONG TEMPERAMENT***

Traits that Matter when Hiring:

WORK ETHIC
COACHABILITY
EMPATHY (EQ)
SELF-AWARENESS (EQ)
PASSION
ENERGY
POSITIVITY
RESPECT



Where's your Passion?

- DHHS (Indian Health Services)
- VA
- Tele-health
- Traveling (Nursing Homes, Prisons)
- Developmental Learning/Treatment Centers
- Military
- Educational/Teaching/Research
- Hospital
- Private Practice
- ENT

Why should I come to work for you?

(Does he really expect me to ask that question?)

THANK YOU

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