

What Are Employers Looking For

*Jimmy Phillips RRT-NPS, RCP
Director Cardio-Pulmonary and Critical Care
Transport Services
Catawba Valley Medical Center
Hickory, NC*

Catawba Valley Medical Center

- 32nd Magnet Hospital in the Nation
- 2nd hospital in North Carolina
- Re-designated 2010 which was our 3rd re-designation
- 258 bed acute care hospital

Things I Do

- Be prepared
- Set the tone
- Have a script
- Listen To My Instincts
- Know what I'm looking for
- Manage the time
- Don't forget that I'm being interviewed as well

Things I Don't Do

- Ask questions that can be answered with just a "Yes" or "No"
- Never interview in a tiny area
- Never Interview the Applicant behind closed doors
- Get distracted or loose concentration
- Interview alone with the applicant

What I Look For

- Did the Applicant arrive on time
- How prepared is the applicant
- How confident and direct are they
- Did they complete the interview
- Follow up from the applicant

What would Immediately disqualify an applicant

- **Arriving Late**
- **Unprofessional attire**
- **Unprofessional attitude / Language**
- **Poor work history**
- **Telling me that you really want to work for me, but unable to tell me Why**

What might get you hired

- Clear and Complete answers to all questions
- Showing me that you know yourself, the position being interviewed for, Your profession, and the Organization

Make me remember you

- Set yourself apart from others
- Dress attire
- Enthusiasm
- Compassion
- Ability to Listen and not interrupt
- Ask appropriate questions
- Know your profession
- Being active in your profession

Resume or CV

- Complete and accurate work history
- Correct information
- Disclose any negative items up front
- Educational background
- Professional achievements
- interests

What should the applicant ask

- Complete description of position
- Organizational Goals and Philosophy
- Organizational Growth, Past and Present
- How Employees and Customers are valued
- Benefits and Evaluation process
- What are my expectations

Getting Prepared

- Prepare Emotionally
- Know your value
- Sell yourself
- Be prepared for a phone screening
- Arrive on time
- Stay focused
- Be concise with your responses
- Talk about your weaknesses
- Salary discussions