



Fourth Quarter 2014

midwestmd.org

Happy New Year!

Recruiters Share Helpful Advice to Use in 2015

With 2014 in the rearview mirror and 2015 ahead, many of you will soon be joining practices and hospitals.

With that in mind, we have asked our in-house recruiters for advice they would give to physicians who will be starting out into practice in the New Year. Here are some of the wise words shared by recruiters who have helped place hundreds of physicians and watched many venture out into their careers.

“Eat lunch in the hospital physicians’ lounge or with other physicians as often as you can!”

The conversations, sharing, and connections that happen there every day are the building blocks of your professional network. On a good day you will learn a little more about a colleague or service line. On a great day, you will meet a new friend or a new referral source.

“Be flexible! Life is not always black and white.”

It is better to be a gray area person and be able to adjust to change that defines the current healthcare environment. Stress and anxiety in any new job is high, but willingness to bend and adjust to your surroundings is a strong professional trait.

“Lead by example.”

If you can go the extra mile without having a meltdown, your staff and peers will be more apt to respond in the same manner.

“Allow communication with key hospital staff by providing an email address.”

If your facility has a physician relations department, they will update you about news and announcements. Also learn email etiquette of your organization.

“Avoid gossip!”

No matter where you practice, there will always be a physician who has been there a while and has a chip on their shoulder for one reason or another. Don’t take their comments about the hospital or your colleagues too seriously!

No matter how justified they may feel, it won’t help you pursue success if you are bogged down by the issues others have not been able to work out for themselves.

Find a trusted administrator, colleague or liaison to help you sort through the issues that affect you.

“Become involved!”

Participate in or even speak at community clubs and events and spend a little time reaching out to the local stakeholders.

Building a successful practice is still significantly influenced by word of mouth so don’t be reluctant to reach out to the patient base and use creative venues to do so. Your marketing department can help you identify opportunities to gain exposure and develop relationships.

“Most of all, enjoy your accomplishments!”

You are coming down to the wire and life is about to change.

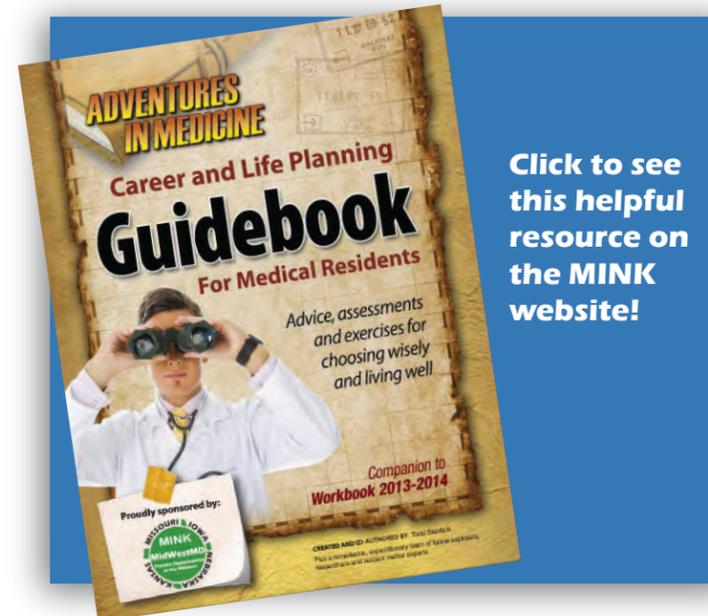
Congratulations on ending a year well done! If you still need to explore practice options, look at the MINK Midwest website for a listing of the latest career opportunities in your specialty, and find contact information for the in-house recruiters in the states of Missouri, Iowa, Nebraska and Kansas!

Five Ways the MINK Website Can Help Your Job Search

Making the right connections from the start can help match you with your ideal practice opportunity that much more smoothly.

The **MINK** website seeks to be a portal for you to discover those connections. Here are just five ways we can help.

1. Communicate directly with the in-house physician recruiter at the facility or group that most interests you.
2. Discover practice opportunities in a broader variety of specialties and locations, all conveniently listed on the **MINK** website.
3. Ask an in-house physician recruiter for job leads in areas you most want to locate, even if no immediate positions appear to be available. Recruiters often know when and where there may be an opening to fit your career objective.



Click to see this helpful resource on the **MINK** website!

4. Find dates for career fairs where many in-house physician recruiters will be in one location, all of them ready to meet and help you.

5. The in-house physician recruiters who are part of **MINK** live in the communities they serve, and can readily assist you with information about schools, neighborhoods and quality of life.



Visit Our **MINK** Member Directory to find in-house recruiters near your practice areas of interest.