

Blink

a brief from the ASORN Board of Directors

Keep Your Eye on the Prize

The competition has drastically changed for nursing positions. This May new grads are finding that the internship programs have all but disappeared; the salary dollars are allocated to positions to be filled by employees that do not require extensive periods of orientation. Experienced nurses are discovering that this may not be the time for that career move they have been waiting to make.

New grad or experienced nurse, the competition is fierce. Fierce competition does not mean you won't get hired; but you will have to rethink your path and learn how to differentiate yourself above others.

No easy task, but there are some things that may help if you land that interview.

Network, network, network

- It is never to be underrated, but today you have to step it up a notch.
- I have only had one position that I applied for without knowing someone: My first position in a hospital as a nurse's aid during nursing school. Every position that followed, someone called me to tell me about the position or ask me to apply for it.

Do your homework

- Find out about the organization and department where you are applying.

Change your focus

- Focus on "not what your employer can do for you, but what you can do for your employer".
 - Be able to articulate what you have to offer.
 - Take a class for a certificate to acquire a new skill.
 - Periop program, ACLS, become a BLS instructor.
- Focus on a different career goal. Find out the areas that still have a "shortage". People want to work in the largest teaching hospital, but nursing is so much more.
 - If you like geriatrics, there is nothing wrong with setting your sight on a long term care facility as a destination, not a way station.
 - Do you have a talent in addition to nursing? Capitalize on it.
 - Do you like to travel? Try a travel clinic, travel nursing or a cruise ship!
 - Ballroom dancer? Someone I know took a position on a cruise ship where their role was dance instructor/nurse.
 - Alternative medicine, substance abuse, pain management, occupational health: all

ASORN Board of Directors

Eileen Beltramba, RN, COT, CRNO -
President

Annquinetta Dansby-Kelly, RN, CRNO
- President-Elect

Barbara Ann Harmer, RN, BSN, MHA -
Provider Unit Chair

Pearl Cunningham, BSN, MBA, MA -
Secretary-Treasurer

Jane Katzen, RN, BSN - Director

Lynne C. Lanier, RN, MSHA - Director

Rose Strong, RN, CRNO - Annual
Meeting Director

areas that still have a need.

Keep a “professional portfolio” of your accomplishments

- Include multiple copies of an up-to-date resume.
- You will always be “interview ready”.
- Include Nursing and non-nursing accomplishments.
 - Well rounded is well grounded.

You have that coveted interview—Now what?

Never participated in a behavioral interview?

- Many hiring managers use behavioral interviewing.
 - Look for sample questions and practice with an objective observer.

Make a great first impression, you have a short window of time, and they truly are everything

- Leave early enough to be on time!
 - If something really unforeseen occurs, and you are going to be unavoidably late, call as soon as you realize it. There are very few people without a mobile phone today. Be honest with the amount of time that you will need to make it to the interview. If it will be more than 30 minutes, let them know; ask if they would consider rescheduling to respect their time. Don't be surprised if they don't.
- Dress as the professional you are, be courteous and never talk poorly about your current or previous employer.
- Be positive!
 - Employers hire for attitude and behaviors.
 - They can teach you the role if you are receptive.

Have clear expectations

- If the position is “days with rotation”, be clear about the amount of rotation and the hours or shifts that you rotate to.
- Ask when you might expect to know about a decision.
- Ask questions.

Never underestimate the written word

- As a hiring manager who embraces the age of technology, I am still appreciative of a thank you note or card.
 - It speaks to the effort and attention to detail that I look for in a candidate.

Don't forget if you are hired, someone probably helped along the way. It has been said that 80% of jobs are not advertised, so don't forget to thank them and return the favor of networking.

Pearl Cunningham, BSN, MBA, MA
ASORN Secretary-Treasurer

Communicate with Pearl: pcunningham@partners.org

Please do not reply to this email. To reply, send an email to ASORN at asorn@aao.org

To unsubscribe from ASORN emails or to update your e-mail address, please send a message to asorn@aao.org.