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# Making the Wrong Move

Five job search mistakes radiology candidates can't afford to make

*By David Dietz, CPC*

Obtaining a career in the radiology field can be a difficult task for even the most qualified candidates, if they fail to play “the game.” Following are five job search mistakes that could potentially cost a radiology candidate a position:

## 1. Not Knowing the Game

The business of finding a new position and the right opportunity requires pre-emptive thinking. Identify what you're looking for, where you would like to find it and perhaps even with which company. Then, understand that the way to win “the game” is to receive an offer of employment. If you don't express your hunger and enthusiasm for this job and the confidence that you are the right person for it, the hiring authority will be less likely to make you an offer. Whether you accept or decline the offer at this point is irrelevant. If the interview does not result in an offer, then there is no game, no decision, no option.

## 2. Not Preparing References

When checking references before presenting candidates to a hiring authority, I am amazed at how often they are not expecting my call and don't even know the candidate is

job searching. Prepare your references for these calls by reminding them of your search, the positions you are pursuing and what information you would like them to provide. Perhaps agree on three main points regarding your skills and qualities to make it easy for them.

### 3. Forgetting About the Family

Whether married, single or in between, there are always others involved or affected by a move. Are they aware of how an impending move may change their lives? What are your significant other's professional requirements? Maybe two new positions are needed before either can make a professional move. Are there children involved? If so, what are their specific needs with regard to schools and sports? Not including those affected by a move until the eleventh hour can be tremendously hazardous to the process. Have a family meeting. Involve the spouse in the interview process by scheduling a phone call with the recruiter and perhaps the hiring authority. You may think you've communicated all the main points, but chances are that you haven't.

### 4. Expecting Too Much Money

Too often radiology candidates have the misconception of their worth. The one true gauge of an individual's monetary value is set by the marketplace, not the job seeker and not necessarily the potential employer. Don't forget the region of the marketplace. A full-time position in Los Angeles in any given capacity will pay more than the

same position in a small town in middle America. It's all about the cost of living, and different markets have different definitions of market-competitive compensation packages. However, supply and demand can affect salaries. For example, a facility in a small, sleepy Tennessee town recently paid more than the same radiology position in vibrant Orlando, Fla. There are always trade-offs.

### 5. Taking Too Much Time

Unlike the legal profession where the clock is every attorney's friend, when it comes to finding a new opportunity in radiology, "time kills all deals." Waiting for other offers, more money or a specific locale could cause you to lose out. When the right position is found, don't dally. Optimally, a response to an offer should be made within three business days following its receipt. Why interview with a prospective employer and not expect them to be prepared to make a firm offer of employment? Conversely, prospective employers are only interested in interviewing potential employees who are committed to making a move. Save the tire kicking for the used car lot.

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