



Finding & Hiring the **Perfect** Candidate for Your Healthcare Team

INTRODUCTION



The healthcare industry is the backbone of our society, constantly evolving to meet the needs of a growing and diverse population. With the demand for skilled professionals in healthcare projected to rise steadily over the next decade, the industry faces the challenge of filling thousands of positions each year.

As the competition for top talent intensifies, healthcare organizations must innovate and collaborate with a partner who understands their unique needs.

Finding the ideal candidate for your healthcare facility demands a meticulous, data-driven, and human-centered approach.

At Titus Talent Strategies, we go beyond aesthetics with our “**Whole Person Hiring Method**,” focusing on the Head, Heart, and Briefcase of each. It’s a foundational approach that is designed to dig deep and ensure alignment for future growth and scalability.



Head

Behavioral Traits, Cognitive Reasoning



Heart

Core Values, Internal Makeup



Briefcase

Professional Choices, Resume

THE HEAD: ANALYZING ANALYTICAL ABILITIES



Cognitive Abilities:

Evaluating a candidate's cognitive abilities such as adaptability, critical thinking, and problem-solving skills is crucial for predicting their performance in a dynamic healthcare environment.

Behavioral Traits:

Identifying behavioral traits that align with success in healthcare settings fosters effective teamwork and collaboration.

Work Styles:

Understanding a candidate's preferred work style ensures they can thrive in the demanding and fast-paced nature of healthcare environments.



THE HEART: PASSION MEETS TEAMWORK



Motivations:

Uncovering what drives a candidate enables you to assess their long-term commitment and dedication to serving in the healthcare field.

Values:

Does the candidate's value system align with your company's? Finding that fit on a heart level will increase connection on multiple levels and lead to deepening engagement.

VALUES BY GENERATION

- Baby Boomers (59+ years): SECURITY
- Gen X (43-58 years): SIGNIFICANCE
- Millennials (27-42 years): FREEDOM
- Gen Z (12-26 years): PURPOSE

Cultural Fit:

Assessing a candidate's cultural fit guarantees seamless integration into your healthcare team and organization.

A 2023 Indeed survey found that 49% of nurses will commute 10 to 25 miles for a job that brings them more wellbeing, and 21% will go 50 miles. More than a quarter would consider relocating to find the right workplace.

THE BRIEFCASE: ESSENTIAL TOOLS FOR SUCCESS




Relevant Skills:

Evaluating a candidate's technical skills and experience in healthcare-specific roles is paramount for meeting patient needs and maintaining quality care standards.

Experience:

Action over tenure: Prioritizing practical experience over tenure allows you to gauge a candidate's ability to deliver results and adapt to diverse healthcare challenges.



By delving into these areas during the hiring process, you can identify experts in their field who not only possess the requisite technical skills but also embody the passion, collaborative spirit, and adaptability crucial for success in your organization.

WHY CHOOSE TITUS TALENT STRATEGIES?



Titus Talent Strategies is a high-performance and value-driven recruitment agency in the architecture space with a commitment to creating strong culture alignment.

We have expert recruiters, specialized within the architecture and design industry, who can put together a strategy to give you a competitive edge with today's top talent.

TALENT ACQUISITION

- Executive Search
- Key Roles
- Fractional Recruitment

TALENT OPTIMIZATION

- Consultation
- Training + Tools
- Fractional Optimization

The quality of candidates she forwarded and the level of attention to detail was excellent.

Janet Adams | Royal Oaks Healthcare



Partner with Titus Talent Strategies
and turn your vision into a reality!

CONTACT US

