

Medical Match

Direct Hire and Contract Staffing



FEBRUARY 2011 Need pre-screened, experienced medical staff? **Medical Match 303-980-1000**

2010 AUTO MILEAGE TAX DEDUCTION

According to H&R Block, taxpayers, using itemized tax returns, can apply the IRS mileage rate deduction. You can take the standard mileage rates if you are an employee, self-employed, and if you have vehicle operating costs that fall into tax deductible categories:

\$.50 per mile for business, \$.14 per mile for charitable; \$16.5 per mile for medical; \$16.5 per mile for moving.

PASSED OVER IN AN INTERVIEW?

A *CrossRoads* article 2/2011 referred to The Wall Street Journal in 2003 which did a survey reporting on the seven major reasons that people were not hired after their interviews. Through the years Medical Match had similar feedback from our clients. We modified the list and added one more.

1. Not competent in the needed skills. Not trained, licensed, or certified to do the job.
2. Frequent job moves without consistent advancement. Unexplained years on the resume.
3. Failure to project objectivity or appearing to be too emotional, flighty, depressed.
4. Over aggressiveness; talking too much; interrupting; pushing money and benefit demands.
5. Poor communication, lack of focus and interest, inattention, uses "whatever." Can't relate to the new job.
6. Over criticism of past or current employers.
7. Inappropriate dress, grooming, or body language. Too much of anything.
8. Poor, inaccessible, or wishy-washy references. Felonies on a background check. Bad drug test results.

The reason for not hiring may have **nothing** to do with an actual skills match. Occasionally, excellent candidates have been passed over for financial reasons, a relative got the job, or the candidate was too qualified or attractive.

Remember, interviews work both ways. Candidates should take the time to observe the corporate culture. When asked why he turned down a job, he said, "The manager acted, sounded, and looked just like my mother-in-law."

SETTING GOALS; IDENTIFYING OBSTACLES

Every January there is a lot of enthusiasm to display New Year's resolutions with pictures on poster boards and writing your goals the SMART way:

Specific "I want a better paying medical job in Denver that has health benefits"

Measurable "This new Denver job will pay at least \$5 more per hour and will pay my health insurance."

Attainable "A night class would give me more skills. Hospitals pay more money for these skills."

Realistic "I will find a school nearby or an on-line program that gives the class at night. The cost? Maybe I should check about scholarships or maybe my current employer will pay for my tuition."

Timely "The class should take six months, so by September, I can send out my new resume."

If nothing happens. business coach Michael Neill (www.geniuscatalyst.com) suggests taking the time to examine whether you have OBSTACLES or EXCUSES not to move ahead. He said to check if you need.....

1. More information
2. More skills
3. To change a belief about yourself
4. Better health, more energy
5. Less criticism from other people
6. A better goal to motivate you
7. To realize you don't really want to
8. Time
9. Money
10. Less fear or feeling scared about this

Discover anything? Sometimes SMART goals just need to be modified to make a little progress. (Make the goals smaller, expand the time, get healthy, do more research, ask for help, save up some money first.) You can still advance. The fun parts of goal setting are *enjoying the rewards of achievement* and *knowing YOU DID IT!*

EXPERIENCE

"Learn from other people's mistakes; there isn't enough time for you to make them all yourself. "

HAPPY VALENTINE'S DAY!!!