

Centeredness

Every agency recruiter has a different style of working. Over the years, I have noticed a difference in the way recruiters approach clients (their style). They all have different personalities, but where is their center? In other words, when they approach you, can you tell who they consider their primary client? Is it the hospitals, the traveler (you), or him or herself? If you learn to listen to their underlying message, you will be able to answer this question in first few minutes of your conversation with your recruiter.

The Self Centered.

For example, a self centered recruiter's focus on making themselves look good in the company. They will say things such as, "You can work at this hospital for me. I have needs in this area. I don't really have anything else." A person that talks to you on the phone like this is usually very new to the industry and doesn't have a grasp yet on the importance of making you the customer.

Hospital Centered

A recruiter who is hospital centered tends to talk to you more about the facilities needs rather than what your needs are. They might say things like, "this facility is really looking for such and such or we are looking for someone who does open heart procedures for this facility, or once you apply, we will tell you what assignments we have. This approach isn't bad, but it leaves the traveler feeling impersonal about it. It's like saying, "we need a round peg, do you fit?"

Traveler Centered

Most seasoned recruiters have learned to become traveler centered. Once they learn to focus on the traveler, their careers flourish. Travelers enjoy being seen as an individual and feeling like the recruiter is looking for a fit that suits them and or creating a fit. A travel centered recruiter will ask questions such as, "what are you looking for, perhaps we can call that facility and see if they are have another shift you can work, let me see what I can work out...."

Personally, I like traveler centered recruiters. Most travelers are trying to create a new life to meet some need they have, whether that be a need for adventure or to visit family in another state. They are not primarily looking to meet the needs of a facility or someone's company promotion or numbers.

If you are new to traveling, trust your instincts when you talk to your assigned recruiter. Check inside yourself and see how you feel and what their underlying message is when you talk to them.