

## What to keep in mind when shopping for an agency

Are you shopping for that perfect agency? You just know there has to be one out there right? Well, I don't know about that, but I can tell you a few things to keep in mind while your future company about what they can offer you. Many of these things are common sense, but I mention them because we often forget to think about these things. Many times our minds are simply on the assignment (in dream land) and not on the reality of finding a good company to send us on that assignment.

### **Recruiter experience**

The longer a recruiter has been with a company, the more they know how to mobilize the system to work for you. They are more aware of options and resources within the company.

### **Quantity vs. Quality**

Remember...quantity does not necessarily mean quality. Many smaller companies may not have a large assignment selection, but their quality of service is great and vice versa.

### **Your feelings**

What is your general sense about the company? Did your recruiter hem ha around when you asked them questions or did he or she seem knowledgeable and confident in their services?

### **Reputation**

Many companies have been around for along time, but have changed hand many times. Therefore, the company may not be the same as when your friend worked for them a few years ago.

### **Client center**

Does the company seem to consider their primary client to be the nurse or the hospital? This will determine how they handle situations as they arise.

### **Accessible**

Can you usually get your recruiter on the phone when you call? Some companies have a better system for accessing people than others.

### **How far do you want the ball to roll?**

Once you give a company your contact information, you may be bombarded with calls and mail from various companies. Decide before you call where you want to set your limits. Perhaps you are willing to give your address, but not your phone number.

Finally, remember that you are valuable. Without you the company won't make any money. They are working for you, just as much as you are for them. This realization is not an excuse to become a difficult person to work with. Some nurses take this to the extreme and give us a bad name. It is good to keep in mind, though, while you negotiate for what you want in a professional, courteous, yet assertive manner.