



# What's Next... Career Planning in Health

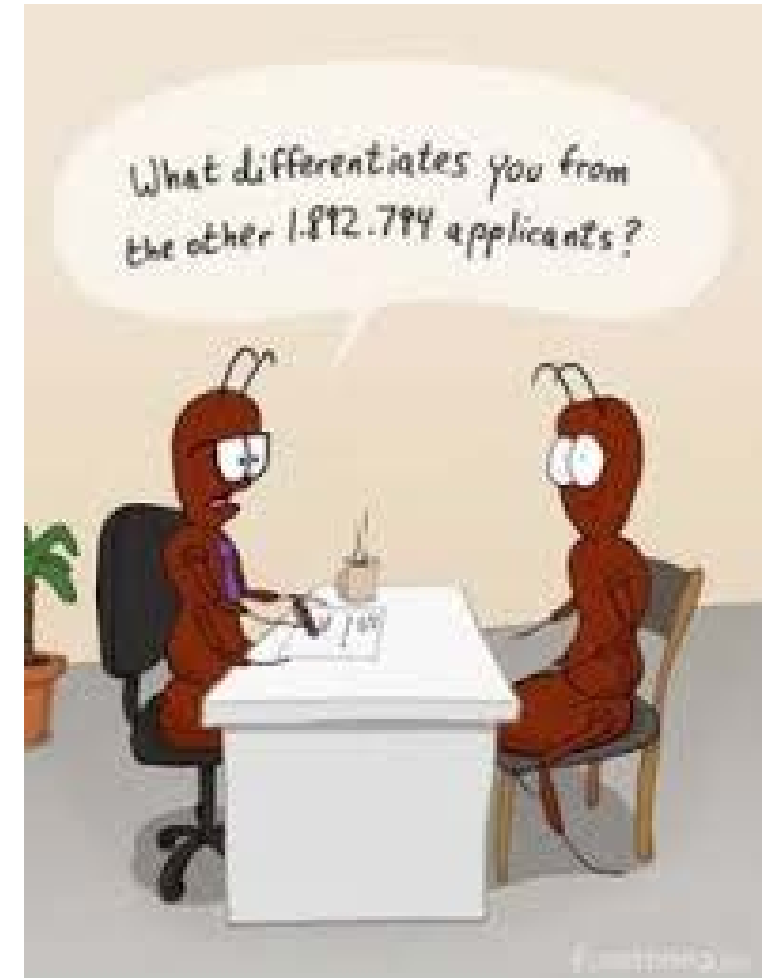
October 11, 2017  
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# Agenda

- ▶ What are healthcare companies looking for?
- ▶ Executive interviewing techniques
- ▶ How do you prepare?
- ▶ Defining your career

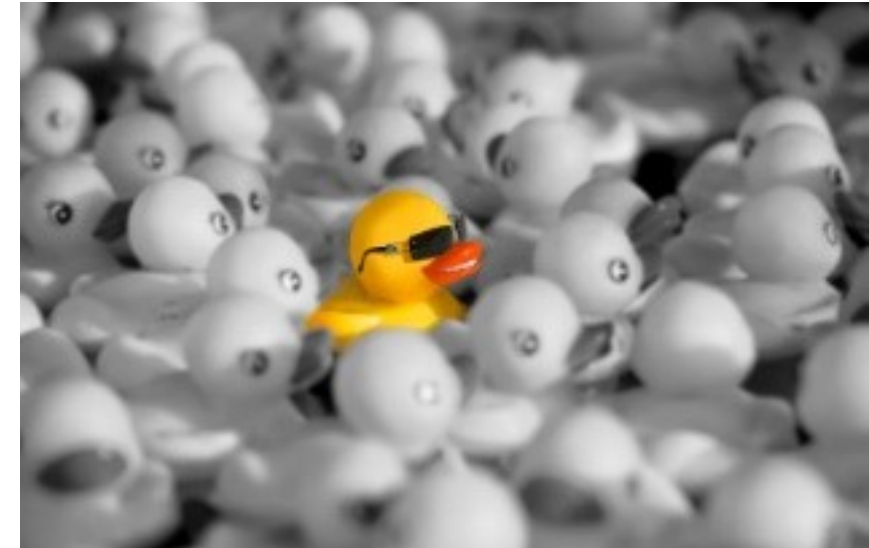
# What are healthcare companies looking for?

- ▶ Job description – you need to have the bulk of the basics
- ▶ Cultural fit
- ▶ Ability to work in teams (lead and participate)
- ▶ Someone who will add value beyond the obvious; innovation.. this is key!
  - ▶ Performance optimization
  - ▶ Value based care
  - ▶ Impacts of regulations on the health environment
  - ▶ Digital health (IT and beyond)
  - ▶ RPA
  - ▶ Knowledge of the health value chain and impacts



# Executive interviewing techniques

- ▶ You know they have a need – how will you stand out?
- ▶ Let the interviewer get to know you – you want to find a connection
- ▶ The obvious:
  - ▶ Be prepared
  - ▶ Have questions ready to ask
  - ▶ Do your homework on the company (not generic)
- ▶ The non-obvious:
  - ▶ Give examples / cases – that are relevant
  - ▶ Demonstrate a breadth of experience
  - ▶ Describe knowledge of leading trends through your responses (but don't overplay it)



# How do you prepare?

- ▶ Brainstorm questions you think they will ask of you (for example):
  - ▶ Tell me about your background (be ready to apply it to this role).
  - ▶ Why do you want to work here (as opposed to a competitor)?
  - ▶ In what sorts of environments are you most successful?
  - ▶ Be prepared for “behavioral-type interview questions”... “Tell me about a time when..... What did you do?... What was the result?”
- ▶ Prepare questions you want to have answered (for example):
  - ▶ What can I expect in my first year working here?
  - ▶ How will I be evaluated?
  - ▶ Please describe your culture; What are the organization’s cultural values?
  - ▶ What makes a person successful here?



# Defining your career



- ▶ Set goals
  - ▶ Define interim milestones
- ▶ Share your “whole” self – what are your personal aspirations beyond your work goals? What makes you you?
- ▶ Demonstrate energy / enthusiasm
- ▶ Determine the best fit... why is this organization the best next step for you? What if you don't get it? – Culture is a huge component of whether or not you'll be happy
- ▶ Give yourself time... “the hardest job you'll ever have is finding a job...”