Match Making Made Easy: 
Resident Selection and Unit Matching

Wynne Woodard, MSN, APRN, ACNS-BC, NE
Tera Payne, BSM, PHR

PURPOSE
To provide insight into a model for onboarding of new residents that promotes sustainability and organizational growth.

AGENDA
- Application
- Interview
- Scoring
- Selection
- Unit Matching
- Proactive Coaching
APPLICATION PROCESS

- Items required for application into residency:
  - Application
  - Resume
  - Most Recent Transcript
  - Essay describing personal attributes that will contribute to BRMC
  - 2 Letters of Recommendation

APPLICATION PROCESS

- Scoring
  - GPA (1-5)
  - Essay (1-10)
  - Letters of Recommendation (1 – 5 per letter)
  - Interview (1-40)

- Total of 65 points possible

APPLICATION PROCESS

- Purpose of the additional items:
  - Shows intention
  - Screen applicants before interview process
  - Shows applicable competencies
  - Shows potential red flags
**INTERVIEW**

- Interview Team
  - RN Residency Manager
  - Human Resources Manager (RRM Chair)
  - Clinical Educator (E&C chair)
  - Leadership Coach
  - Nurse Director (non-residency unit)

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**INTERVIEW**

- Competencies
  - Interpersonal Skills and Communication
  - Initiative and Motivation
  - Adaptability and Flexibility
  - Values and Integrity
  - Teamwork
  - Coping Skills
  - Open-mindedness
  - Critical Thinking

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**SCORING**

- Above Expectation
- Exceeds Expectation
- Meets Expectation
- Does not meet Expectation
- Below Expectation
Looking for the STAR in every question.

- Situation/Task
- Action
- Result

Background checks completed
- Position in residency
- Agreement to terms and conditions
- Final acceptance pending unit and shift offer

“Speed Dating” Overview
- Introduction
- Tools of the Trade

Director Score Sheet and Prep
- Areas of Interest
- Strengths
- Concerns

Resident Score Sheet and Prep
- Patient Population
- Shifts Available
- Patient Ratios
- Strengths
- Concerns
UNIT MATCHING

- “Speed Dating” Process
  - Introduction of Directors and Residents
  - Resident Pairs
  - 8 minutes per table
  - 2 minutes to document information
  - 10 minutes for final documentation
  - Final Preference requests

UNIT MATCHING

- Final Selection
  - Flip Chart Grid
  - Final Resident Preferences Revealed
  - Director Preferences Revealed
  - All 1st Preferences Matches Made
  - Open Discussion Placement of Others
  - Final Residency Offers

PROACTIVE COACHING

- Clear Expectations
- Mutual Goals
- Structure
- Benefits
- Results
AGENDA

- Application
- Interview
- Scoring
- Selection
- Unit Matching
- Proactive Coaching

CLOSING THOUGHTS

"The secret of my success is that we have gone to exceptional lengths to hire the best people in the world." - Steve Jobs

"You can’t teach employees to smile. They have to smile before you hire them." – Arte Nathan

"Do not hire a man who does your work for money, but him who does it for the love of it." - Henry David Thoreau

REFERENCES


CONTACTS

- Wynne Woodard, MSN, APRN, ACNS-BC, NE
  wwoodard@baxterregional.org

- Tera Payne, BSM, PHR
  tpayne@baxterregional.org