

A Behavioral Health Provider's Guide to Job Matching

Securing the right job can make all the difference in your happiness and overall well-being as a behavioral health provider. Even though the job market is full of opportunities, narrowing it down to the perfect fit can be challenging. That's why working with an organization that delivers job matching services is invaluable, not only for you but for your patients, too.



Job matching 101

Every provider has a particular set of criteria that make up their ideal job. These criteria might include their preferred working schedule, time zone, or culture-related things like values and flexibility. Organizations have standards they're looking to fulfill, too. Their list might include similar items related to scheduling and cultural fit. Job matching compares the wants and desires of both parties and finds the pair that would work best together.

When the match is right, it can bring stability to providers, organizations, and the patients they serve. For providers facing high rates of burnout, it can also help ensure job satisfaction. For patients facing a national mental health crisis, long-term provider matches help deliver continuity of care and provide more stability. By getting the match right the first time, providers and patients are set up for success.

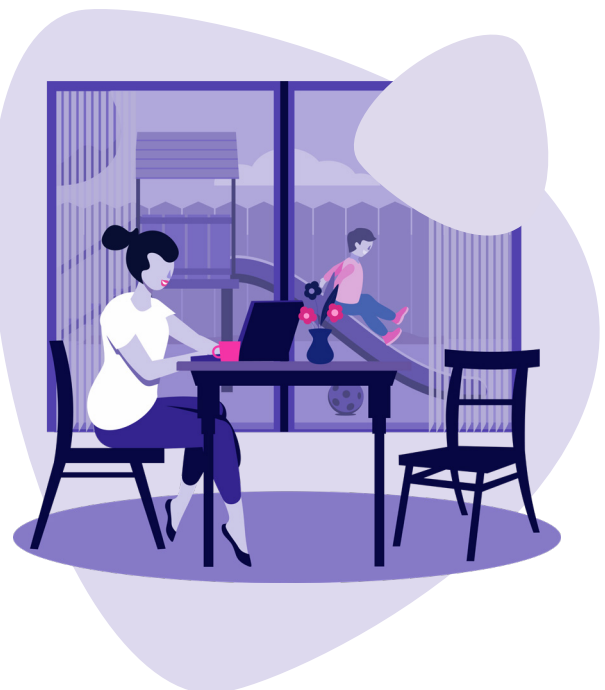
Know what you want

Behavioral health providers are in high demand and healthcare organizations need a helping hand. With so many opportunities to provide care, knowing what you want is essential. Knowing your non-negotiables and where you're willing to be flexible can help guide the job matching process and secure the perfect fit.

Here are a few things to consider when determining what you want:

- ✓ Patient population
- ✓ Geographic location (and the time zones that work best for your schedule)
- ✓ Schedules (when and how many hours you want to work)
- ✓ Flexibility

It's also important to keep in mind that these preferences may change over time. For example, maybe you want to work full-time right now, but you only need a few days a week in the future -- that's okay. At Iris Telehealth, our job matching process doesn't stop at placement -- it evolves with your needs. We serve as mediators to ensure the relationship meets everyone's needs as they develop over time. This approach ensures everyone gets what they need and patients receive the highest level of care.



Job matching in action



"I was matched with a clinic that I feel very fulfilled by and that is very receptive to my needs and aspirations. It is a great balance. I feel more in control than I have in any other work situation. I think that's empowering."

Dr. Isabel Norian



"One thing I'm really appreciative of Iris is that they placed me in an agency with an amazing supervisor. So, not only is there support from Iris, but there's support from my supervisor at the agency I'm providing services to."

Nicole Bradbury, LCSW



"One of the aspects that has made Iris Telehealth so unique to me is they connect clinicians with organizations that are just as amazing and passionate about high quality patient care as they are."

Janae Rowland, LCSW

Key benefits of working with an organization you love

Job matching allows you to be selective when choosing an organization to work with. It empowers you to decide where you're going, when you're going, and what you're doing when you get there. At Iris, our job matching process includes:

- Help with licensing and credentialing wherever you're placed
- A meet and greet that ensures everyone's on the same page
- Help and support navigating tricky situations
- Unparalleled clinical support

At Iris, we get to know our providers to ensure we can find the right job or clinic placement. We pride ourselves on being upfront with all of the necessary details that will affect your day-to-day and job satisfaction. From the clinical setting to the scheduling details to our prescribing philosophy, we are committed to ensuring the role is the right match for you.

The Iris Match includes the following considerations:

- ✓ Provider experience
- ✓ The culture and values of the organization
- ✓ Prescribing philosophies
- ✓ Personality match
- ✓ And much more!

At Iris, we care about ensuring the perfect fit for providers and the organizations they support. If you'd like to learn more about the Iris and our approach to job matching, contact us today at iristelehealth.com.