

■ Nashville: Explore Music City

■ Why You Should Take That Interview

■ Common Interview Errors to Avoid

Career Guide

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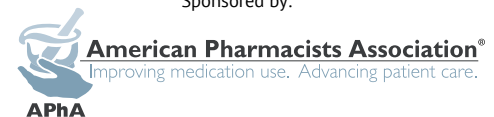
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¹2013 Pharmacist Liability, A Ten-Year Analysis, HPSO and CNA, www.hpsoc.com, March 2013.

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Contents



4

Nashville has something for everyone in the family. Explore the history and culture of Music City.



8

Read about **Common Interview Errors to Avoid**.

6

Find out **Why Your Should Take That Interview**.



Nashville: Explore Music City

Explore the history and culture of Nashville, Tennessee.

Welcome to Nashville! This city has something to offer for everyone in the family. Famous for its music, you will find live music events to enjoy around the city throughout the year. There are some wonderful historical sites and greens spaces to enjoy in Nashville as well. Culture spills onto the streets and into the restaurants and attractions where there's always something to see and do. We hope you will have a bit of fun as you experience our pick of family-friendly activities and excursions in and around Nashville, also known as Music City.

Country Music Hall of Fame

This downtown museum sheds light on Nashville's impressive musical heritage. With an extensive collection of memorabilia and a busy program of events, the Country Music Hall of Fame is well worth taking a wander around.

222 5th Ave S, Nashville, TN 37203 | 615-416-2001
countrymusichalloffame.org

Grand Ole Opry

In 1974, the Grand Ole Opry moved out of the Ryman Theater to its first purpose-built home. Today, you can take tours and attend live music shows at the Grand Ole Opry House or its former home, the Ryman Auditorium. The Ryman was the home of Grand Ole Opry between 1934 and 1974 and still attracts big names for live musical performances. If the live acts at the birthplace of Country Music don't pique your interest, the food at the Ryman's Café Lula will. Stick around and take a guided backstage tour.

2804 Opryland Drive, Nashville, TN 37214 | 615-871-6779
opry.com

Johnny Cash Museum

The third musical highlight on your Nashville itinerary is the small museum that is home to the largest collection of Johnny Cash artefacts and memorabilia in the world. Located in downtown Nashville, the Johnny Cash Museum is a definite must if you are a fan of the man and his music.

119 3rd Ave S, Nashville, TN 37201 | 615-256-1777
johnnycashmuseum.com

The Gulch

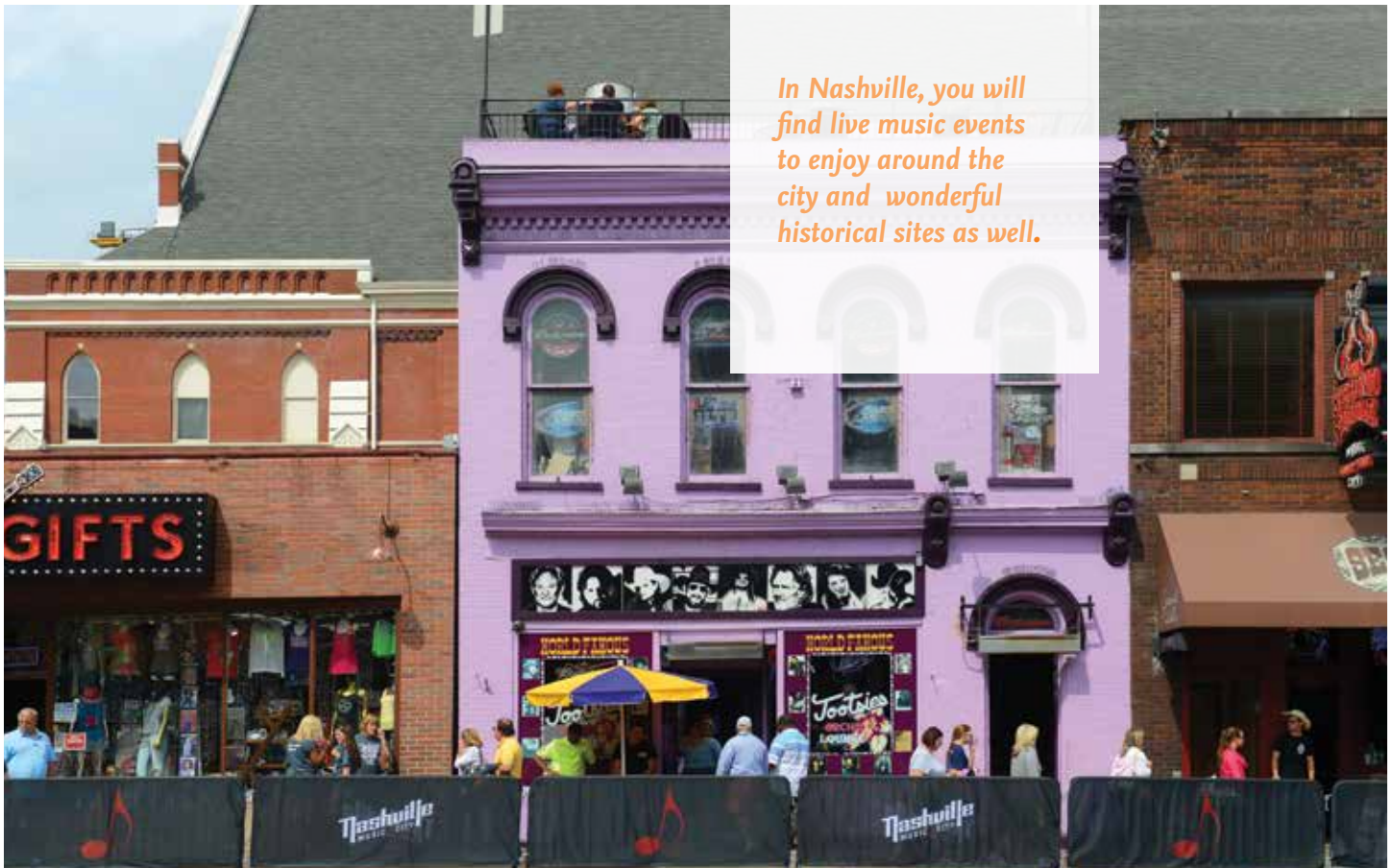
Take a walking tour of Nashville's industrial history in the Gulch District. Today, the warehouses have been renovated to house upscale restaurants, fashionable residential and office space and a vibrant nightlife, making it a great place to head for lunch or dinner.

visitmusiccity.com/visitors/neighborhoods/thegulch

James K Polk Cultural Center

Just opposite the Capitol building, the James K Polk Cultural Center is home to the Tennessee Performing Arts Center and the Tennessee State Museum. The Performing Arts Center hosts Broadway shows, musical stars and live theater and dance performances. The Tennessee State Museum is due to open in 2018 and will offer fascinating insight into life in Tennessee: inevitably music features prominently in the state's rich history, as does Tennessee's place Civil War history.

505 Deaderick St, Nashville, TN 37243 | 615-782-4040
tpac.org



In Nashville, you will find live music events to enjoy around the city and wonderful historical sites as well.

Centennial Park and the Parthenon

The Parthenon stands in the center of Centennial Park, a beautiful urban green space in the center of Nashville. An impressive replica of the original in Athens, it also boasts a 42-foot statue Athena and plaster replicas of the Parthenon marbles. As well as being an impressive focal point in the park, it is home to Nashville’s art museum. The 132-acre park also encompasses a short walking trail, exercise trail, a band shell and Lake Watauga.

2500 West End Ave, Nashville, TN 37203 | 615-862-8431
nashville.gov

Andrew Jackson Hermitage

Visit Hermitage, the home and tomb of the Seventh President of the United States, General Andrew Jackson. You can tour the mansion, grounds and outbuildings for insight into the complex story of this President and life on his cotton plantation.

4580 Rachels Lane, Hermitage, TN 37076 | 615-889-2941
thehermitage.com

Jack Daniel’s Distillery

One of Tennessee’s most famous exports is Jack Daniel’s, the whisky distilled in Lynchburg, a small town just an hour-and-a-half from Nashville. The guided tours, with optional tastings, are well worth the drive if you have the time and are fan of Jack

Daniel’s bourbon.

133 Lynchburg Hwy, Lynchburg, TN 37352 | 931-759-6357
jackdaniels.com

Fort Nashborough

Located in Nashville’s downtown Riverfront Park, by the banks of the Cumberland River, Fort Nashborough is a newly-built replica of the original fort constructed by the first settlers in the area. Built on important Native American tribal hunting grounds, the fort later came under attack by the local tribes until The Indian Wars ended August 20, 1794. Admission is free.

170 First Avenue North, Nashville, TN 37201
nashville.gov/Parks-and-Recreation/Historic-Sites/Fort-Nashborough.aspx

These are just a few of the attractions to explore while you are in Nashville, Music City! Whatever you decide to do during your time here, have fun! ■

ABOUT THE AUTHOR

Melanie Grano is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including *ThirdCertainty* and *Computer Times*.

Why You Should Take That Interview



As salaries continue to rise, how can you be sure you are getting what you are worth in today's market? Is your current position offering everything that you want? Or should you take that interview and explore other options?

There are plenty of reasons to update your CV and schedule a few interviews. Primarily, casting your net can act as a negotiating tool in pursuing a salary increase at your current position. There are other real advantages to dipping your toe back into the job market on a regular basis:

- You can sharpen your interview skills.
- You can stay abreast of changing expectations.
- You might find an organization or practice where you would really like to work.
- You might open up new avenues for career progression that hadn't previously been on your radar.
- You can determine if you are happy where you are.

Of course, with as many opportunities as there are and institutions available to explore new employment, there is still a limit to what an individual healthcare professional can define as an ideal situation. However, there is no reason why any of these benefits should not be worth considering.

The Interview Dilemma

It is likely you have been contacted by recruiters on more than one occasion. But next time a recruiter contacts you about a position, strongly consider at least taking a look.


Although the recruiter – or their client – won't want you wasting their time, that is not the point here; it is always worth exploring the other avenues open to you. And it is worth noting that you can't judge a job opportunity unless you fully explore it.

A job description says very little about the organizational culture, the people you'd be working alongside and the other little day-to-day realities that make a position worthwhile and enjoyable. The only way to really understand those factors is to witness or, ideally, experience them for yourself.

Of course, this is what a job interview is designed to do – to offer you a glimpse into whether this role, the organization and its culture fits with what you want – as much as for the interviewer to determine whether they think you would be a good fit.

Depending on your specialty, unless you live in a big metropolitan area, there may not be that large a pool of possible employers – or, indeed, healthcare recruitment companies – local to you. This means that you'll need to adhere to some ground rules if you are going to see what else is available to you.

- Communicate honestly with your recruiter and your potential employer, so everyone knows where they stand.
- Find a reputable recruiter to work with you; one with specialist medical expertise and experience, so they understand you, your desires and your expertise and have established links into employer organizations.
- Ensure you communicate in a timely manner with everyone



Updating your CV and scheduling a few interviews can act as a negotiating tool for a salary increase at your current position.

involved; don't leave people waiting for a response, especially for a job you're not interested in.

- If you're going to interview, you should know in the back of your mind that you'd be prepared to make that move – even if you don't think you're looking “seriously”; if an opportunity takes you by surprise and really excites you, are you in a position to make the big move?

Following these guidelines is vitally important, because – even if you aren't interested in the job on the table – you can't be sure when you may cross professional paths again with your interviewer. Acting unprofessionally now could cost you a job – or another opportunity – that you are really interested in later.

How To Deal With The Counter Offer

So, you've got an offer on the table. It's exciting. The team is great. The pay is a substantial increase. But, your current institution doesn't want to lose you. They make a counter-offer. It's what you wanted when you embarked on your initial job search, but now you're not so sure... the new role has so many exciting elements.

Trying to make sense of this type of decision can be overwhelming, because there are no right or wrong answers, you can only do what you think is the best decision for you at that point. But don't let that dilemma hold you back. Changing roles is a good way to keep your salary on track. Annual inflation compensation increases usually hover around the 3% - 5% mark. But when you get recruited into a new position, these are generally lateral moves. You can negotiate significant

raises with organizations that want to recruit you if they think you are the right person for the role. Equally, your organization is likely to offer you an increase in salary if they don't want to lose you to another organization.

As we've already noted, using a job offer as a negotiating tactic with your current employer can be a risky strategy. If you aren't sure you want to leave and then don't receive a counter-offer from your current employer, what do you do?

Do you stay and reinforce the idea you aren't worth the raise? Or go to a job you're not certain you want? For this reason, it's vital you only employ this strategy with a job you'd be prepared to accept. Whatever you decide, you can't know whether you'd be prepared to jump ship unless you actually go to that interview. And, if you do, you might find yourself getting something a lot more valuable than the opportunity to negotiate a pay raise: a new understanding of the possibilities available to you in the job market. ■

Sources

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LearnVest for Forbes.com

[Long Term US Inflation: Average Annual Inflation by Decade](#)
InflationData.com

Common Interview Errors to Avoid

Good communication is not only an important component of the provider-patient relationship, it also demonstrates your professionalism and the working relationship your colleagues can expect to have with you. You can state on your resume that you have excellent communication skills, but you will actually have to prove it during your interview, so avoiding these common pitfalls is important.

Error #1: Creating a poor pre-interview impression

Getting your communication right pre-interview ensures that you make it to the interview stage.

At this stage, you're relying on your resume to speak for you – so make sure that this is as polished as it can be. You may want to tweak it slightly for each of the roles you are applying for, to call out different aspects of your experience and training. Take the time to at least consider this.

Label your resume and other supporting documentation in a way that makes it easy for your interviewer. Your name and the position you are applying for are a good place to start (Resume from Jane Doe for position of Physician at X Hospital).

Your resume isn't the only communication by which you will be judged. Make sure your voicemail message sounds professional and you return calls promptly. Use a professional sounding email address (John.Brown@email.com, rather than JohnnyBeGood@email.com) and ensure your profile pictures are equally professional (use a headshot).

Error #2: Passing up valuable interview experience

Even if you aren't sure whether a role is right for you, if you are offered the opportunity to interview it is worth accepting. Things can look very different on paper than they do in practice and the job you most fancied on paper might not be your top-runner after you've toured the facilities and met the team.

There is a huge benefit to having several irons in the fire. If you have more than one offer come in, you'll be in a better position to negotiate terms and salary – especially if your potential employer knows they aren't the only facility making you an offer.

There's no harm in keeping your options open: you can always say no; but make sure you turn down an offer in a professional and timely manner.

Even if you decide a position is not for you, you now have more interview experience under your belt. You've had the chance to perfect your answers and get a grip on your nerves – helping to prepare you for when you do get that interview for the job of your dreams.

Error #3: Going in unprepared

You can't control how your interviewers will conduct the interview, so try not to worry about that. You can control your preparation, however – so don't skimp on it.

Think about what you want from the role; create a list of your priorities and be prepared to be asked and to ask about them during the interview.

- Review the position and the list of candidate requirements. Consider how well your skills and experience match what the interviewer will be looking for and prepare how to present this information to demonstrate that you are a good fit for the job.
- Research the employer's reputation, significant recent news, achievements, investments, background, the local area and demographics, and other relevant information you can find. Not only will this help you come across as well informed and interested, it will help you to consider whether the position is right for you. You'll also identify some of the questions you will want to have answered during the interview. Your preparation will pay off during your interview.

Error #4: Making the employer do all the work in the interview

Don't forget the interview is for you to decide whether the role, people, and facility are a fit for you as much as it is for the interviewer to find out more about you.

Hopefully, you've already prepared and thought carefully about what is important to you and what it is about the role or facility that you want to know more about – so you should find it easy to ask questions throughout the interview.

In addition to helping you remain calm because you know you are well prepared, you will impress your interviewer by being able to ask informed and pertinent questions about the facility and the role for which you are interviewing. You don't need to wait until the end to raise pertinent questions; this is a dialogue between you and a future potential colleague – and treating it as such should help you to represent yourself professionally and confidently. The ease with which you conduct yourself during the interview will speak volumes about your professional conduct and your interest in the position.

Error #5: Not taking notes – or taking poor notes

Don't be afraid to take notes during the interview process; it's perfectly acceptable to jot down names, information about the role, reporting structures, or salary. You are going to make a major life decision based upon what is said during the interview, so it is important that you know exactly what was discussed or promised.

However, make sure your notetaking doesn't take place at the expense of making eye contact with your interviewer. National locum tenens agency Locum Leaders advises that maintaining a connection with your interviewer throughout the interview is important. And never refer to your notes when answering a question. Don't jeopardize the impression that you are a subject matter expert and are good at your job.

Error #6: Not following up post interview

Follow up with your interviewer after the interview to thank them for their time and consideration. As well as being common courtesy, this small act of appreciation adroitly demonstrates your communication skills – and offers a positive glimpse of what it might be like to work alongside you.

This step is also your opportunity to reiterate your interest and your qualification for the role, as well as to highlight something unique about your candidacy that might give you an edge.

Make your thank you message personal and thoughtful. If you find yourself in a highly competitive situation with another candidate, this small courtesy could be the action that tips the balance in your favor.

Error #7: Failing to play the long game

If you are offered the role, but decide it's not for you, it's important to let the interviewer know as soon as possible. Don't drag things out to “keep your options open” or because you don't like delivering bad news. Remain professional and wish the interviewer the best of luck with their search.

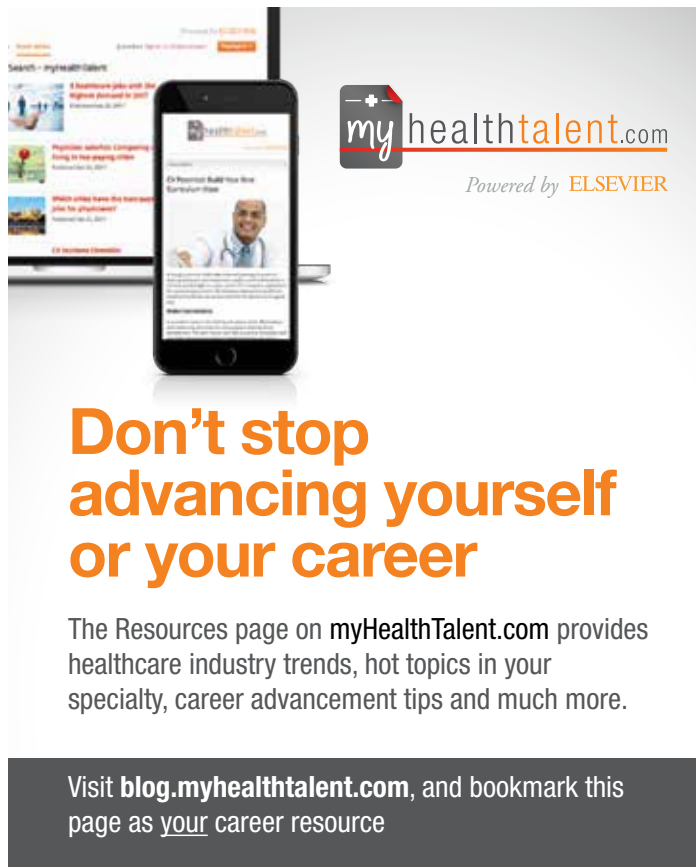
Who knows when you might come into contact with them in a future professional capacity or whether you might like to reapply to that facility – you don't want to burn bridges through a simple deficiency in communication.

Candidates who adopt a professional manner and communicate clearly throughout the process should find this step a breeze. When it comes to job searches, applications, and interviews, a little research goes a long way. And first among all else must be clarity about what you want from a position. We hope alerting you to these seven common communication mistakes will help you to be more confident about the choices you are making and more successful during the interviewing process.

Last but not least it is important to note that it can be nerves getting the better of you that lead to making the communication errors we've identified here. The recruitment process can be stressful for candidates, so make sure you schedule some downtime and take the time to relax. And, every now and then, force yourself to take a step back and look at the big picture. ■

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Rank

3rd

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