

DSP Magnet® Workshop: Find the problems in your current job post

Job posts at: <https://tinyurl.com/dsp-magnet-job-posts>

Step 1:

Review your job post for these common traps:

- Long text that is unappealing to read
- Long lists of things you HAVE to do; not GET to do
- Hard to understand (e.g. jargon)
- Cold and impersonal text

Step 2:

Write a new job title to grab attention

Direct Support Professional + _____

Step 3:

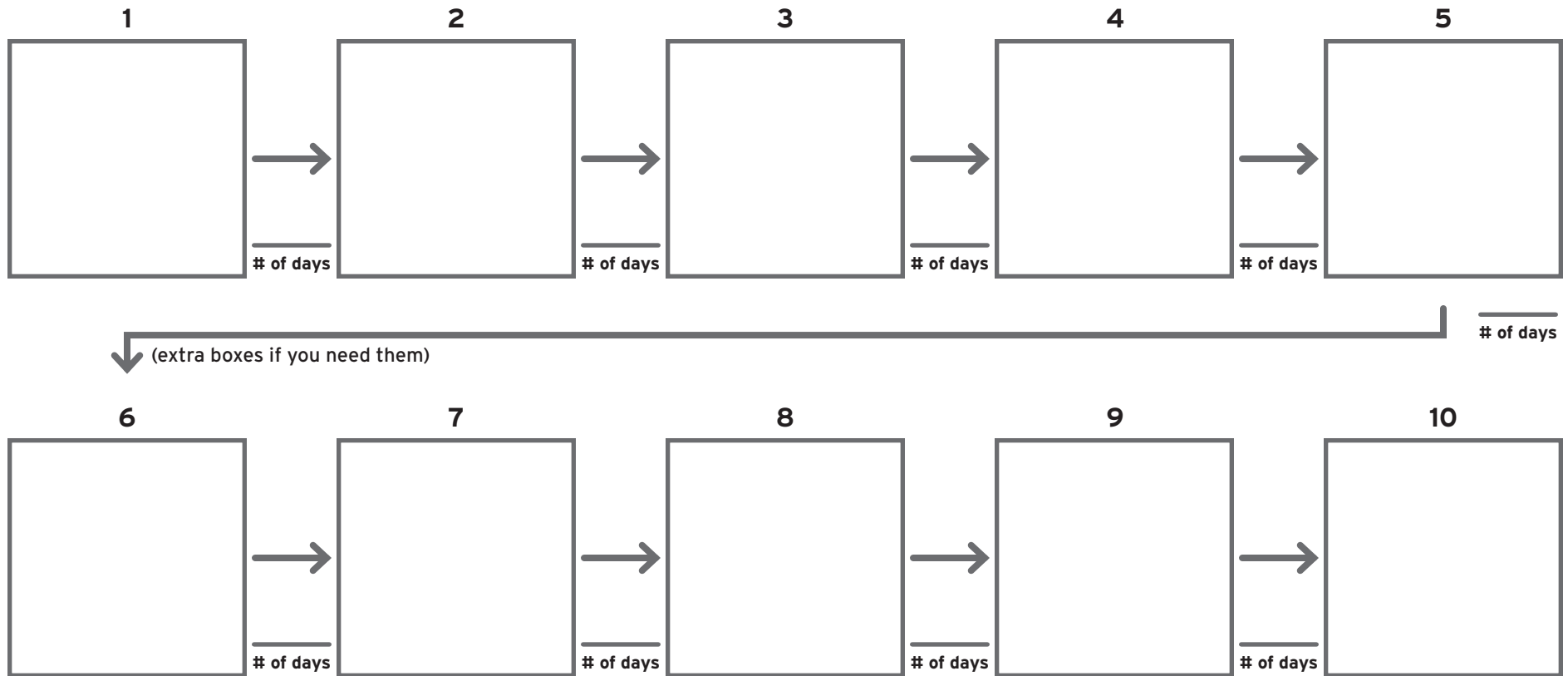
List your benefits. List what DSPs get to do.

Step 4:

What do your DSPs love about their jobs?



Step 1: Fill in the boxes with the major steps in your hiring/on-boarding process.



Step 2: Circle arrows between the steps where ghosting often happens. Write the # of days between steps.

Step 1: Applicants Ghosting

1. How many applicants ghost every month? _____
2. How many people at your organization interview applicants every month? _____
3. Multiply Answers 1 and 2.
_____ Total ghosts per month
4. Multiply Answer 3 by 12 (for 12 months).
_____ Total ghosts per year

Step 2: New Hires Ghosting

1. How many new hires ghost every month? _____
2. If other staff members onboard new hires, check how many new hires ghost them monthly? _____
3. Add Answers 1 and 2.
_____ Total ghosts per month
4. Multiply Answer 3 by 12 (for 12 months).
_____ Total ghosts per year

Step 3: How does ghosting make you feel when it happens?

Step 4: Are you ready to commit? Whose help do you need?

Step 1:

What do you currently text (or will you text) to applicants and/or new hires?

Step 2:

Write a new text message that is friendlier & more personal.

Step 3:

What personality do you want to add to your message?
How do you want them to feel?

Step 4:

How can you make it as easy as possible to use this going forward? (e.g. save a note on your phone or Google Doc)
