
Ethics in Recruitment

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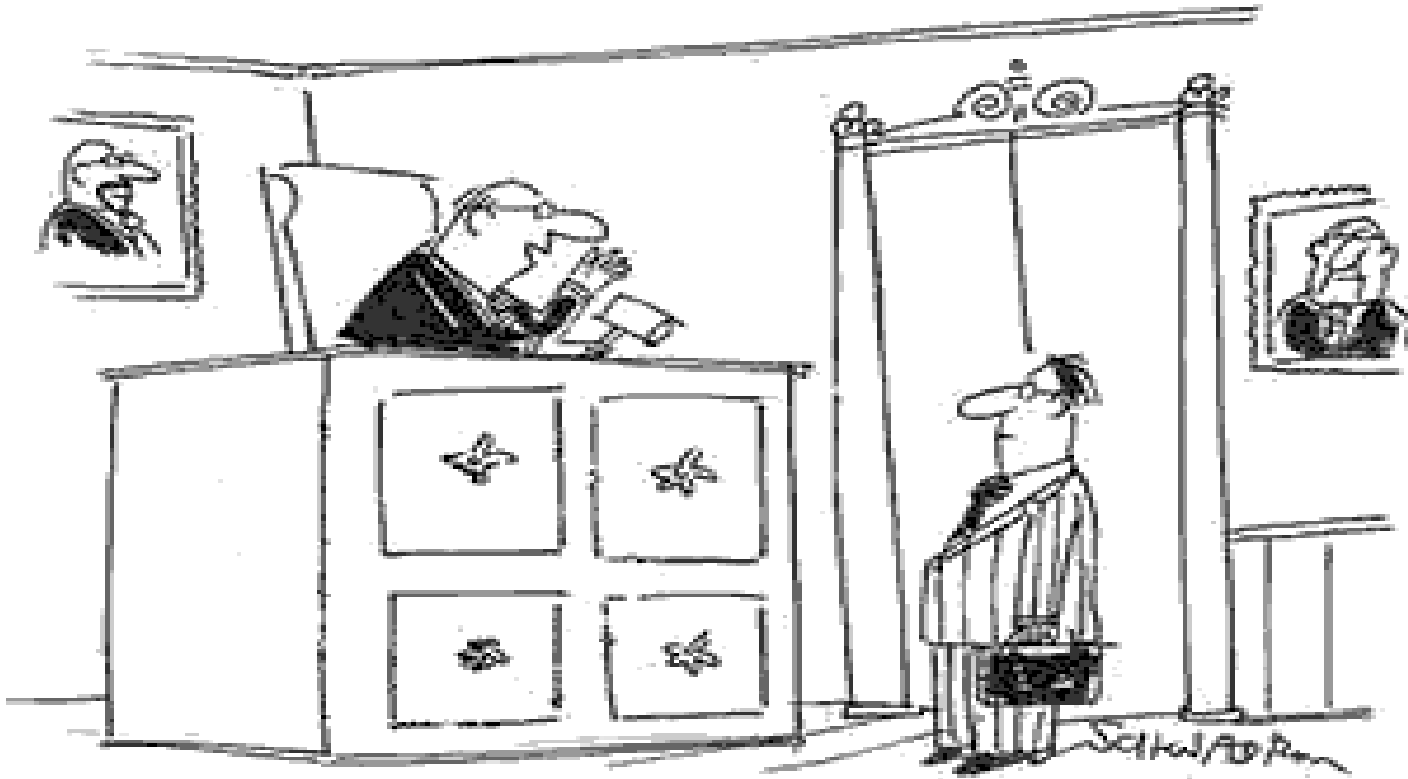
Ethics: *A branch of philosophy that involves systemizing, defending and recommending concepts of right and wrong conduct.*

“What is the best way to live?”

“What actions are right and wrong in a particular circumstance?”



Ethics: Concepts, Theory and Philosophy



"Psst! If you have any stock tips to pass on, I can probably lighten your sentence for insider trading."

- ❖ Greater Good Theory
- ❖ Communication Rhetoric
- ❖ Practical Wisdom Theory
- ❖ Effective Altruism
- ❖ Stoicism

Greater Good Theory



- ❖ Utilitarianism
- ❖ Classical Utilitarians: Mill and Epicurus
- ❖ Situation Ethics
- ❖ Physician Recruitment Paradigm

Communication Rhetoric: *Language designed to have a persuasive or impressive effect on its audience, but often regarded as lacking in sincerity or meaningful content*



- ❖ Rhetorical Questions
- ❖ Rhetorical Devices
- ❖ Slanters
- ❖ Affinity-Seeking

Practical Wisdom Theory: *A true and reasoned state of capacity to act with regard to the things that are good or bad*



Effective Altruism: *A philosophy and social movement that applies evidence and reason to determine the most effective ways to benefit others*



Primary Criteria of Effective Altruism:

- ❖ **Importance:** Serves in helping many people to a great extent
- ❖ **Tractable:** Practical effort implemented will succeed

Stoicism: Fear Setting Strategy

TOPIC	FEAR	RESOLVE
Dr. Smith Joining Group	Does not sign contract	Find or Send contract to another candidate
Sign Search Agreement	Missed Hidden Fees or Expenses	Change interaction or relationship
Hospital Downsizing	Unemployment	Update resume and begin job search

Critical Thinking: *A mode of thinking about any subject or problem in which the thinker improves the quality of their thinking by skillfully, analyzing assessing and reconstructing it*



Higher Thinking Approach

Pragmatism

Key Components:

- ❖ Self-Directed
- ❖ Self-Discipline
- ❖ Self-Monitored
- ❖ Self-Corrective

Creating A Greater Meaning



Famous

Over
John
Actor
Former
Nation • Made
American
Singer Career
Year
Best Win
Work
Decade Found
Film
State
War One
Two
World
More
Three
Presided
Art
Star
Time
Life
Became
Early
Help
City
Music
Televised

Not Famous

White Executive
Art San
American
Became
Help
Televised
Produce
July
Jr
Dr
Life
Live
Year
Work
Three
City
James
Time
Co
Washington
Former
Known
Presided
John
East
One
Company
Last
Over
War
April
First
Rights
Advocate
Black
Book
Prominent
Lawyer
Music
Lead

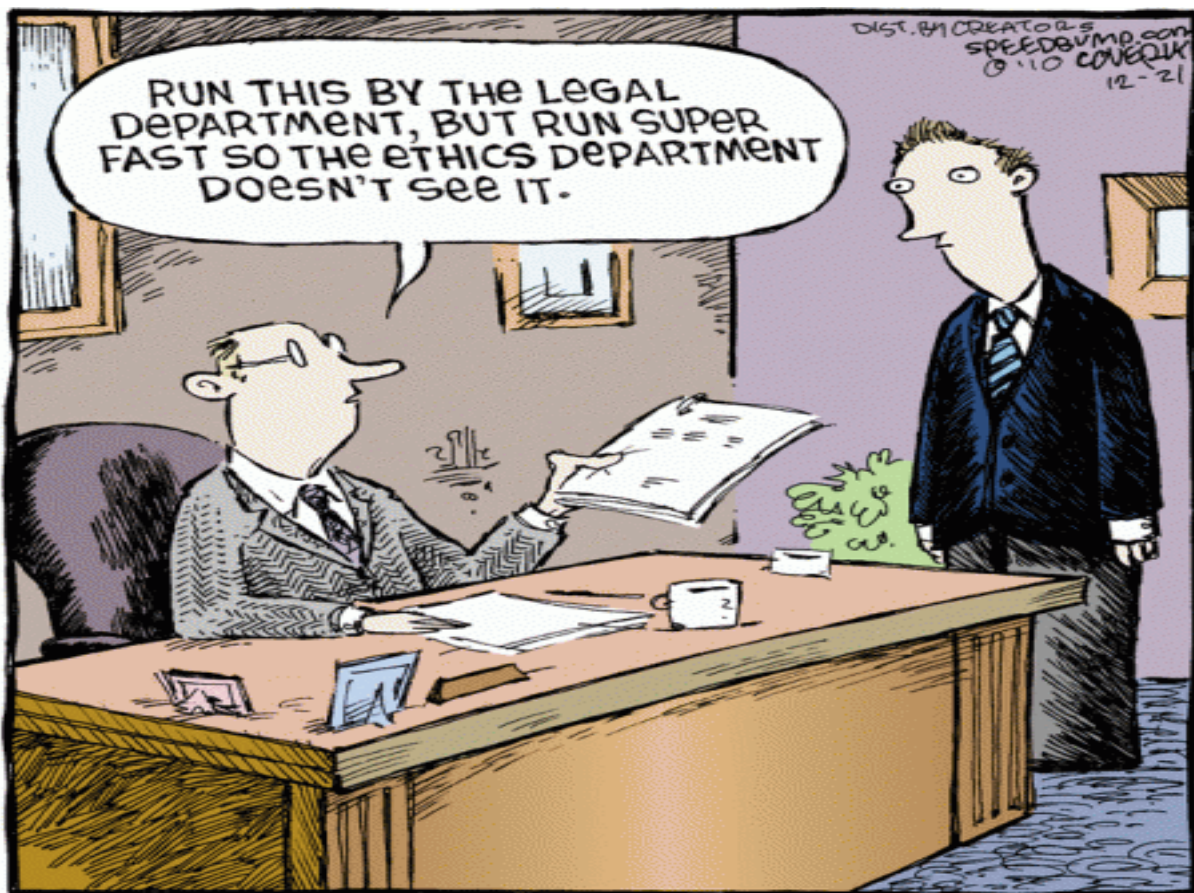
Pied Piper of Patriotism



Lead and they will follow....



Physician Recruitment Best Practices: Working with Firms



Search Contracts and Negotiations

Candidate Generation and Processing

Transparency and Expectations

Thank You!

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