



PCRS 2026

Recruiting, Training, and Developing Embryologists for the IVF Lab of the Future

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Disclosures

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Faculty Lecturer, San Francisco State University

Consulting Fee (e.g., Advisory Board)

Nexpring Health

Speakers' Bureau

Nexpring Health

Objectives

1. Learn the modern approach to interviewing that is focusing on the skillset of the interviewee and long-term retention.
2. Understand what it takes to be a model employee and team player.
3. Understand what it takes to be a leader and what skills make you stand out from your peers.
4. Learn how to find the right mentor(s) and what it takes to be a good mentor.

How often should you change jobs?

- a. Every 2-3 years
- b. Every 3-5 years
- c. Every 5-10 years
- d. > 10 years



In considering a new job, what is the number 1 priority for you?

- a. Money
- b. People
- c. Work/life balance
- d. Career development

Building your team

How to hire the right people

How to engage with your colleagues

Reduce turnover, promote wellbeing

Develop into a leader



Who are our people?



Lab Director

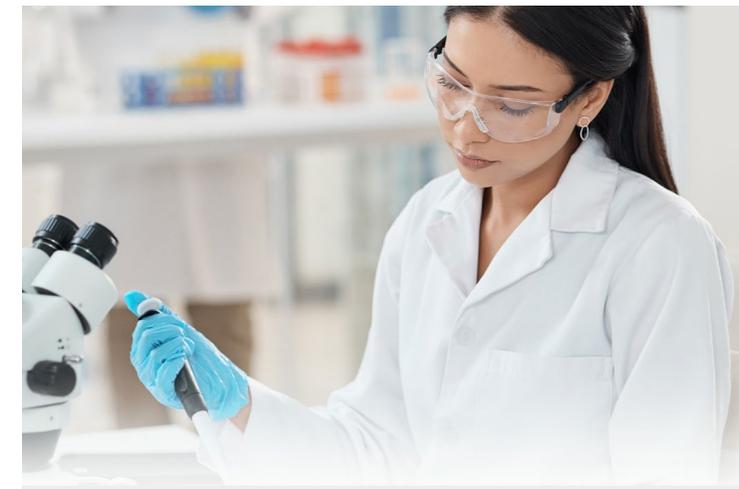


Lab Supervisor

Andrologists/
Embryologists



Lab Assistant



Who is most likely to leave?



Predicting turnover

What employees

Want

- mentoring
- variety
- clear feedback
- learning opportunities
- autonomy

Don't want

- toxic culture
- inequity
- insecurity
- unethical behavior
- being managed

Money?

Pay doesn't
correlate with
turnover



Pay satisfaction
correlates with
turnover

DRIVERS OF EMPLOYEE TURNOVER

Preparing the predictive model



Retention starts at the job interview



Situation #1

You are interviewing job candidates

Who to interview?

ADRIAN THOMPSON

PROFESSIONAL TITLE



SUMMARY

Let's make it clear: no lies on your resume. Only true information. You will get the job! At once if you don't show your real worthiness - it will be more difficult to do it while interviewing. A resume is your story that includes your education, career path, personal qualities and position that you are looking for.

PROFESSIONAL EXPERIENCE

ENTER YOUR JOB POSITION HERE

Company | 2016 — 2017

Below the company name you should briefly (7-10 words) mention

CONTACT

234.981.2238
 enteryoure-mail@mail.com
 LinkedIn.com/in/Username
 Dexter Street 15, New York

EDUCATION

MASTER'S DEGREE, MAJOR
 Walden University
 2003 — 2007

BACHELOR'S DEGREE, MAJOR
 Princeton University
 1997 — 2001

SKILLS

Professional
 Controlling Expenses
 Greeting Visitors Warmly
 Proofreading Documents
 Verbal Communication

Technical



ENTR Com

Ryley Harber

Professional Single CV

OBJECTIVE - (Optional):

[Your career objective or a brief summary of your professional goals and skills.]

WORK EXPERIENCE

[Job Title], [Start Date]

[Company Name], [Location]

Responsibility/Accomplishment: Briefly describe a key responsibility or accomplishment from this role, highlighting specific tasks or projects you worked on and any results achieved.

[Job Title], [Start Date] - [End Date]

[Company Name], [Location]

Responsibility/Accomplishment: Briefly describe a key responsibility or accomplishment from this role, highlighting specific tasks or projects you worked on and any results achieved.

[Job Title], [Start Date] - [End Date]

[Company Name], [Location]

Responsibility/Accomplishment: Briefly describe a key responsibility or accomplishment from this role, highlighting

ENTR Com

CONTACT

516-625-6307
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 72746 Zephariah Vista Suite
 778, Lake Dominique

EDUCATION

Course Studied,
 University/College Name,
 [Start -End Date Graduation Year]

Course Studied,
 University/College Name,
 [Start -End Date Graduation Year]

What's important on a resume?

32 college credits biology/chemistry?

Previous job?

Have they played on a team?

The job interview



Rule #1
Shut the ---- up

The job interview

Rule #2

The interview is
all about them



Onboarding is a science

ONBOARDING STATISTICS AND TRENDS

- A great preboarding process can improve the retention of new joiners by **82%** Talmundo
- 44% of new joiners who feel connected at work recommend their workplace to others Gallup
- People without a positive onboarding experience are more than 50% likely to look for a new job Digitate
- Organizations with a structured onboarding process see a reduction in total onboarding costs TEK Systems
- 60% report feeling disoriented after their remote onboarding experience Paychex
- The most effective organizations onboard new hires for the duration of their first year Harvard Business Review
- ONLY 12% of people strongly agree their company has a great onboarding process Gallup
- 69% of people are more likely to stay with a company for three years if they had a good onboarding experience Paychex

Harvard Business Review

Hiring And Recruitment

The Powerful Way Onboarding Can Encourage Authenticity

by Dan Cable, Francesca Gino, and Bradley Staats

Work Institute ABOUT WORK INSTITUTE SERVICES SOLUTIONS SUCCESS ST

[Home](#) > [Review of Managerial Science](#) > Article

Onboarding: a key to employee retention and workplace well-being

Original Paper | [Open access](#) | Published: 25 February 2025

Volume 19, pages 3687–3711, (2025) [Cite this article](#)

Onboarding Studies

Learn new-hire perceptions of the onboarding process and how to improve it to increase long-term engagement and retention.

- Increase new-hire retention
- Shorten time to full productivity
- Increase new-hire engagement
- Ability to predict intent-to-stay

The job interview



Let the candidate talk

Give them prompts to help them open up

Onboarding is a science

Focus on the interviewee

- What are their skills and strengths?
- Connect them to the job
- Map out their success and career path



How to talk to people

N.I.C.E.

Name

Makes them feel good

Interest

Listen/talk less about you/ask qns

Compliment

Affirm/what do you appreciate about them

Eye contact

Person enjoys your company



Think outside the box



Make them order the coffee

Observe and listen

The job interview



Situation #2

You are the interviewee

The candidate

Rule #1
Be on time



Zoom interviews



The candidate

Try to investigate your interviewer

Avoid one-word answers

Be prepared for standard interview questions



The candidate

Tell me about yourself?

Present (What are you doing now)

Past (Relevant experience)

Future (Vision for yourself)



The candidate

What are your weaknesses?

Do not say.....

Do say.....

I have difficulty saying no.....

I find it difficult to delegate and trust others with my work

I have a hard time asking for help because I take pride in figuring things out for myself

I'm a hard worker/quick learner, but I lack experience



Closing the Job Interview

Are you interviewing anywhere else?

YES.

Make sure you talk about salary



Closing the Job Interview

Thank you for your time

I really appreciate your time; you have helped me better understand the company and the job

The pride that you all have in this company is truly inspiring; it makes me excited to join the team

I can tell by the way you have treated me during this interview process that you really care about your employees

As an employee....

You are responsible for creating a better workplace

Do something your mother would be proud of....

Always leave things a little better than you found them....

Practice what you want to be good at

Practice what you want to be good at

Every day you are practicing for who you want to be

Getting up late/lazy/dishes in the sink?

Complaining/not getting your work done?

What do you want to be?

Practice that

Connect with your colleagues

When you do something nice for someone.....

It creates a sense of connection

It builds trust

It connects and bonds

Psychological
safety



Becoming a leader

VISION WITH ACTION

EMPATHY IS THE NEW POWER

RESILIENCE IN THE FACE OF UNCERTAINTY

7 TRAITS OF GREAT LEADERS

CULTURAL INTELLIGENCE

LEAD BY EXAMPLE

COMMUNICATION IS EVERYTHING

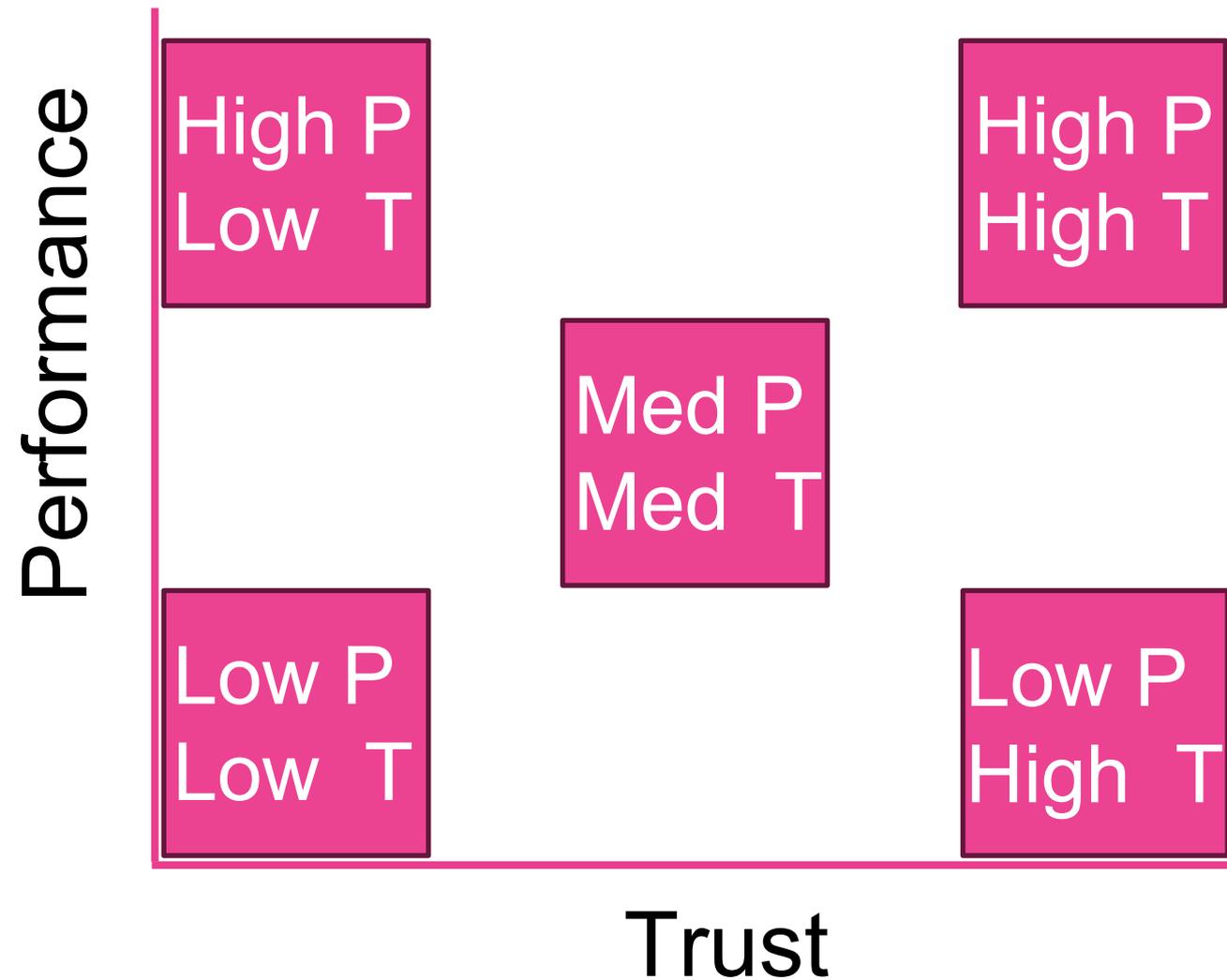
A LEARNER'S MINDSET



A great leader makes the people around them look good

Becoming a leader

A great leader makes the people around them look good



Office meetings

What happens in the first 5 minutes?

Project Aristotle

What makes a high performing team?



Being successful?

~~Background~~ — ~~Experience~~ — ~~Location~~

Psychological safety

Quality of Work Environment

□ What is important to your staff

Pay me more (7%)

Autonomy (12%)

Inspire me (12%)

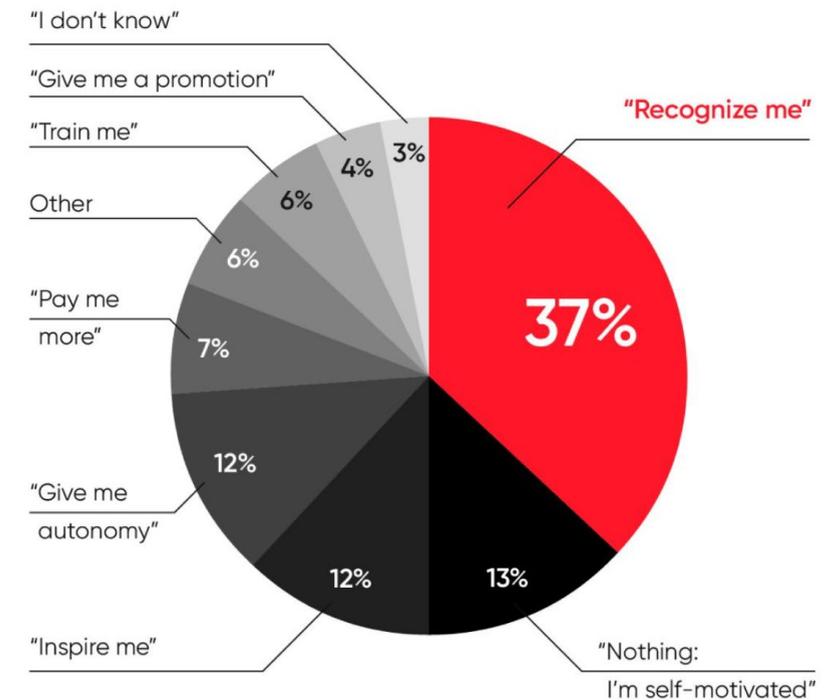


Great Place To Work US
Promoted



Research shows that recognition is the #1 driver of extra effort and great work. Here's how your company can create a systematic, sustainable recognition program.

Most important drivers of great work



Recognize me

As a leader you need to check in with your staff on a regular basis

Once a week:

Tell me what you are proud of from last week?

What are your goals for this week?



Mentoring

Everyone should have at least 2 mentors in their lives

You should be training other people to do what you do

Be ready to catch people when they fail

Failure

The most successful people are often the people that have the most failures

JK Rawlings 1st Harry Potter book rejected 12 times

Michael Jordan: Dropped from his high School Basketball team

Success takes time...

Time

Who has time.....



Time is your most valuable resource

Do not be generous with it



Time to go

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Thank you

Parting words

Show up on time/Dress nice

Invest in the people around you

Ask for mentorship

