

Flex For Success Template

This resource is part of the [State Flex Program Staff Sustainability Guide and Toolkit](#).

Use this template to help you define the current and future environment in which Flex staff work – and the key qualities that will make a candidate successful in this environment. Be sure to get input from others as you work through these questions.

Answers to these questions can be used to shape the job posting as well as the questions asked during interviews.

Thinking about the rural health environment...	
What's happening right now in rural health?	
What changes have taken place in rural health over the past 1-2 years?	
What new developments are on the horizon for rural health in the next 1-3 years?	

Thinking about your state's Flex Program...	
What are the most critical services currently provided by the Flex program?	
How might the Flex program's priorities shift in response to the potential new developments you identified above?	<p>Some questions to consider:</p> <ul style="list-style-type: none"> • If these developments happen, what new services or priorities might result? • If these developments happen, what existing services or priorities might go away? • What Flex program priorities and services will likely never change?

Thinking about candidate characteristics...considering your view of the rural health environment and Flex Program priorities in the next 1-3 years...	
What knowledge is most important for new Flex staff to bring to the job?*	
What experience is most important for new Flex staff to bring to the job?*	
What skills are most important for new Flex staff to bring to the job?*	
<i>Consider not only technical skills like budgeting and report writing but also social/emotional skills like relationship building, valuing diversity, and coaching others.</i>	

*Be sure to distinguish between knowledge, experience, and skills that new Flex staff need on Day 1 of the job and those things that can be developed over time.

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