High Production or Guaranteed Income?

Curious about compensation? Don't sign up for a job that is putting you in a corner where you won't find your flow and thrive. Just like some people are not built for business ownership, I find the same can be true for your employment contracts.

Things to Keep in Mind:

- ☐ **If you need a guaranteed salary and have a choice to choose,** don't attempt the full production or incentive model. Take the pressure off yourself and get to work and build your budget around your guaranteed income. You cannot change this feeling about yourself, so don't feel bad about it. Build in some guarantees and inquire within your interviews to set the intention that is what you need financially.

- ☐ **If you are a producer and like the results driven type of compensation,** aim for a contract that will give you the ability to hit production earlier and ask enough questions to be certain they are busy enough to allow for this type of opportunity. Can you take a look at other provider's production for comparative purposes?

- ☐ **Don't rely on incentives to make you happy.** Sometimes these are built on quality measures outside of your control - driven by the health system or parent companies' models and criteria. Maybe find another way to bridge the gap with other indirect compensation that will make sure you feel "whole" during the length of your employment.

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