

# Dr. \_\_\_\_\_'s Contract Negotiation Strategy

Whether you are just starting to look for a job or already have a contract in your hands to review, here is a worksheet to plan out your negotiation strategy. This is a break down of information that will help you clarify what you need, what you want, and what you are willing to walk away from.

## Know the salary data

Use databases such as Doximity, MedScape, MGMA, and the VA (ask around for friends who might already have access to this) to find out the following info:

	Mean \$	Mean RVU	25%-ile \$	25%-ile RVU	75%-ile \$	75%-ile RVU
Specialty (overall)						
Region 1						
Region 2*						
Region 3*						

\*if applying to more than one geographic location

Your goal salary \_\_\_\_\_

Your goal \$/RVU \_\_\_\_\_

## Know your worth and BATNA

Interests: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Ideal location and setting \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_

Benefits/restrictions that you want plus acceptable alternatives

	What you want	Acceptable Alternative	Notes
Admin hours			
Research hours/funding			
Vacation days			
CME money			
Titles			
Restrictive covenant			
Teaching opportunities			
Parental leave			
Moonlighting/ Side gigs			

Other notes

## Know their BATNA

Talk to people and network. Be kind to everyone. Tap into common ground that you might have with someone who works at the practice previously or currently. See if they can give you any insight into the following information.

What are the practice's needs? Write notes on how you can help fill them with your talents, skills, and interests.

- 1.
- 2.
- 3.
- 4.

What are the practice's alternatives if you don't take the contract?

## Know what paid help is available

	Fee, retainer fee, terms	Experience	Other notes
Lawyer 1			
Lawyer 2			
Lawyer 3			

Get the physician contract comparison worksheet (in pdf, word, and excel formats) on [https://betamomma.com/doctors\\_lounge](https://betamomma.com/doctors_lounge)