

## PHYSICIAN DO'S AND DON'TS FOR THE ON-SITE VISIT

### 5 DO'S

1

#### Do Have a Game Plan and Conduct a Background Check



While a potential employer is evaluating your candidacy, you should be doing the same of them. Start by researching the facility online and reaching out to colleagues to see what you can learn about the leadership team, management style, and workplace culture.

2

#### DO PREPARE QUESTIONS

By coming prepared with a list of thoughtful questions, you're setting yourself up to quickly make an informed decision to accept or turn down a potential job offer.

##### Example Questions to Ask:

- How would you describe the culture of the organization?
- What skills and abilities are needed to succeed in this position?
- Can you walk me through your compensation structure?



3

#### DO MAKE THE BEST IMPRESSION



First impressions are essential. Dress the part, come prepared with copies of your CV, and bring a notepad to write down your thoughts.

4

#### Do Research the Community



##### Housing Markets:

Research the housing markets in and around the community where you would be residing. Some online resources (Realtor.com) contain detailed breakdowns of how much it costs for groceries, utilities, and other financial impacts of living in a new community.

##### School Systems:

There are many online resources to help you gain an understanding of how school systems are performing in districts across the country. The Department of Education website has a myriad of data to help find critical metrics on K-12 and secondary education performance.

5

#### Do Establish a Strong Relationship with a Recruiter



A seasoned physician recruiter will have relationships with key administrators and provide you with valuable insight into the organization, the staff, and the local community. The recruiter has also toured the community and can help you fill in any holes that will aid in deciding to accept or reject a job offer.

### 5 DON'TS

1

#### Don't Spend Too Much Time on Compensation

Resist the urge to spend too much time in your interview on this topic, as it can be effectively addressed during negotiations. Also, it could inadvertently give the interview team the impression that you value compensation more than long-term fit.



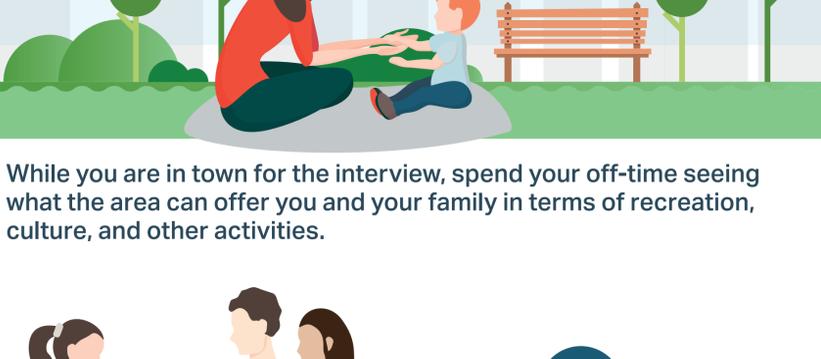
2

#### DON'T LEAVE YOUR FAMILY OUT

Involving your loved ones in the interview process and community tour is a vital component of making a smooth transition should you accept a job offer.

3

#### DON'T FORGET TO HAVE FUN

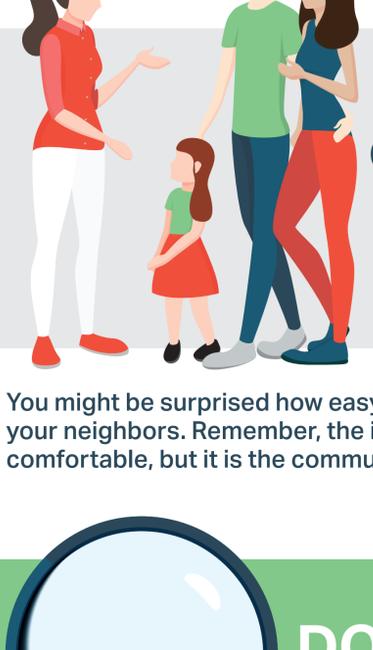


While you are in town for the interview, spend your off-time seeing what the area can offer you and your family in terms of recreation, culture, and other activities.

4

#### Don't Hesitate to Chat With a Neighbor or Someone at the Local Coffee Shop

You might be surprised how easy it is to measure the friendliness of your neighbors. Remember, the inside of a house makes it comfortable, but it is the community that makes it a home.



5

#### DON'T OVERLOOK THE DETAILS

Proactive employers are putting forth an effort to ensure that a physician community tour is an experience, rather than a formality. Aside from the actual interviews and meetings, consider whether they have an agenda that reflects your personal interests and needs.

If you are out on a community tour that has not been tailored for you and your family, it doesn't have to be a deal-breaker, but it is worthy of additional consideration.

