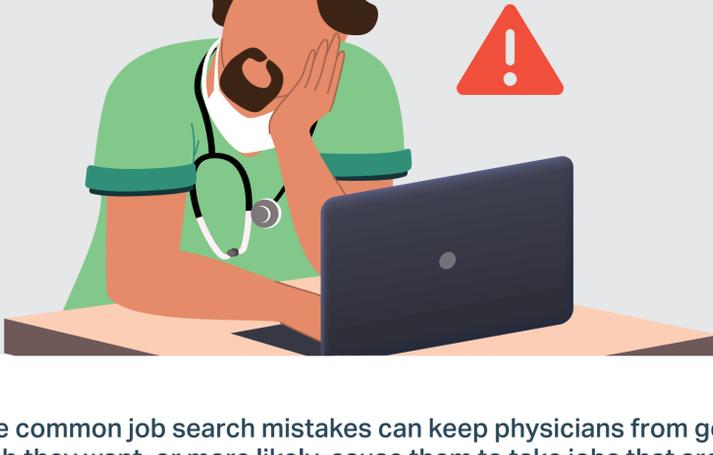
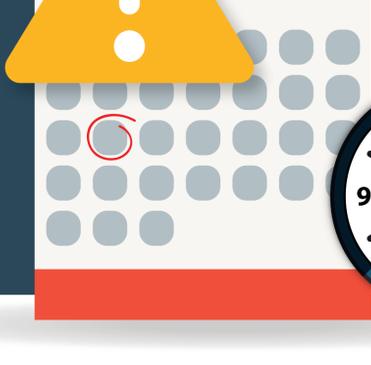


## 5 MISTAKES TO AVOID IN YOUR PHYSICIAN JOB SEARCH



These common job search mistakes can keep physicians from getting the job they want, or more likely, cause them to take jobs that aren't a good fit. Find out how to avoid these 5 physician job search mistakes.



1

### STARTING TOO LATE



Physicians who start their job search early will have more options than those who wait until the last minute. JPS Vice President of Recruiting Tara Osseck advises residents:

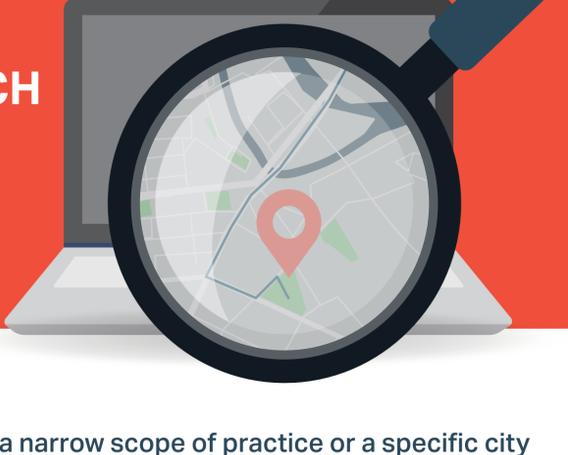
**"Allow at least one year for a physician job search."**

Allow more than one year if:

- You require J-1 visa support
- A specific location is top priority
- Your specialty is highly-recruited

2

### LIMITING YOUR SEARCH



Physicians who insist on a narrow scope of practice or a specific city will limit their options and miss the chance to consider other, possibly better-suited, opportunities. Prioritize what's most important to you but also identify areas of flexibility — and the more the better.

Broaden what's acceptable in terms of:



- Location
- Practice setting
- Scope of practice
- Type of organization

3

### IGNORING RED FLAGS



Most physicians who regret their job choices admit, when looking back, there were a number of red flags. Not every red flag is a dealbreaker, but they do require further investigation.

Red flags to watch out for:

- High turnover
- Negativity
- Productivity imbalances
- Insufficient technology
- Unclear terms
- Vague answers



4

### DISCOUNTING THE IMPORTANCE OF CULTURE

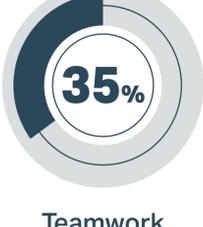


A big paycheck is nice, but if your values don't align with the people around you, your job satisfaction will suffer. Use the on-site interview to learn about the organization's culture.

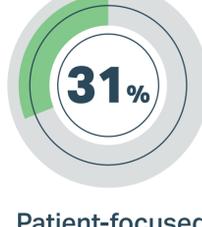
In the Rural Physician Recruitment and Staffing Survey from JPS and LocumTenens.com, physicians ranked the following as the top 3 attributes in an employer's culture:



Physician Autonomy



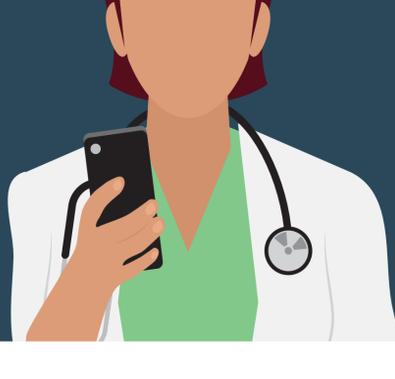
Teamwork



Patient-focused

5

### NOT LEVERAGING AVAILABLE RESOURCES



The recruiters at Jackson Physician Search can be a valuable resource in your physician job search—if you let them. Not only can they help you with the logistics of what to do and when, but JPS recruiters know their markets inside and out and can share insight about individual organizations.

Leverage physician recruiters for advice on:

- Job search timing
- CV review
- Compensation expectations
- Organizational culture



**Avoid these mistakes with the help of a Jackson Physician Search recruiter.**