

Practice Evaluation Form

Name of Hospital or Group:

The Practice:	Unacceptable (0 points)	Satisfactory (1 point)	Good (2 points)	Ideal (3 points)
Location				
Autonomy of practice				
Your voice in decisions				
Call coverage				
Patient mix				
Patient satisfaction				
Quality of care				
Quality of colleagues				
Colleague rapport				
Office building quality				
Quality of the medical records				

Total Points for “The Practice”: _____

Notes:

Financial Stability:

	Unacceptable (0 points)	Satisfactory (1 point)	Good (2 points)	Ideal (3 points)
Patient volume				
Expected patient load				
Payer mix				
Appropriateness of incentives				
Collections ratio				
Billings per physician				
Reputation in community				

Total Points for “Financial Stability”: _____

Notes:

Empty box for notes.

Compensation & Benefits:

	Unacceptable (0 points)	Satisfactory (1 point)	Good (2 points)	Ideal (3 points)
Base Salary (first year wages)				
Signing Bonus				
Loan repayment				
Productivity compensation (gross charges, net collections, RVUs)				
Paid time off				
Relocation package				
Temporary housing				
Pension/retirement plan/401k				
Health insurance				
Dental insurance				
Life insurance				
Disability insurance				
CME reimbursement				
Professional dues paid				
Automobile allowance				
Cell phone allowance				

Total Points for “Compensation” and “Benefits”: _____

Notes:

Final Considerations Before Accepting an Offer:

- **The salary and benefits package is competitive and commensurate with my experience level and the responsibilities of the position.**
 - Agree
 - Disagree
 - Not Sure
- **This opportunity will allow me to grow professionally and bring me closer to my ultimate career objectives.**
 - Agree
 - Disagree
 - Not Sure
- **The incentives offered are motivational yet attainable.**
 - Agree
 - Disagree
 - Not Sure
- **I am likely to find the challenges of the position stimulating.**
 - Agree
 - Disagree
 - Not Sure
- **The hours required are acceptable and in line with my goals for work/life balance.**
 - Agree
 - Disagree
 - Not Sure
- **The practice culture is a match with my values and personality.**
 - Agree
 - Disagree
 - Not Sure
- **The work environment seems positive and professional.**
 - Agree
 - Disagree
 - Not Sure
- **My prospective colleagues appear to be people with whom I would enjoy working.**
 - Agree
 - Disagree
 - Not Sure