

# CAREER AND LIFE PLANNING SAMPLE



**AIM**

## Sample Script to Negotiate a Physician Employment Agreement

Never "wing" what  
can be scripted!

# Sample Script to Negotiate a Physician Employment Agreement

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## Objectives:

**By the end of this exercise the participant/candidate will be able to:**

- Review and evaluate this sample script as they develop their customized negotiation script.



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**ADVENTURES**  
IN MEDICINE

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## How to Use This Tool:

Evaluate this sample and your discussions and communications with the potential employer and craft a script to guide your through your negotiation discussions.

## Instructions:

Review the sample script. Reflect on all your oral and written communications with the potential employer to determine tone and language most appropriate to that employers. Craft a script to address key points you wish to address in your negotiation discussion. Be sure to anticipate the potential for a 2-way discussion. Rehearse, Rehearse, Rehearse!

## Related Resources:

TITLE	RESOURCE NO.
<a href="#">Step-by-Step Process to Negotiate a Physician Compensation offer</a>	E-27
<a href="#">Contract Negotiation</a>	ST-08
<a href="#">Compensation Package Worksheet</a>	E-23



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## Before You Negotiate:

We strongly recommend that you work through E-27 [Step-by-Step Process to Negotiate a Physician](#), before you negotiate an offer.

## Sample Script to Negotiate:

First and foremost, thank you for taking the time to chat with me about your organization, as well as communicating the next steps about the interview process.

When I began the process of looking for a new opportunity, I have to admit that the thought was a little overwhelming. There is so many things that I have to take an account, such as making sure that I find the right team to work with, finding the right school system, and community, estimating the length of time to sell my home, where should I buy, and making sure I choose a place that's right for my family. After interviewing over the past three months, I am excited to share with you that your organization is my first choice.

I believe that I will immediately make a positive impact in your hospital and community. Drs. Jim Johnson and William Dawes and I share a common philosophy of caring for patients. My wife, Sally, is very excited about becoming part of the community and we believe our children can thrive at the middle and elementary schools in town.

Although not the most important factor, compensation is one of the factors I need to consider. Although, I have been offered more, I feel that you and your organization is the place that I would be the most happiest personally and professionally.

In the event, your organization can offer me the below terms, I am in a position to rescind my offers and sign an executable agreement within seven days of receipt:

- ✓ Guaranteed Salary: \$250,000
- ✓ Sign on bonus: \$ 50,000