

Checklist: Finding the Psychiatry Job of Your Dreams



Job hunting can be a stressful process, and there's a lot to consider when navigating your next career move. That's why we've created a comprehensive guide to help you determine what questions you should be asking during the interview process, your non-negotiables, and what a career in telepsychiatry might look like.

Key components to consider

As a psychiatrist, you deserve the same support and compassion you give to others, and you shouldn't settle for anything less than your dream job.

Ensure your future employers can tick all of these boxes:

- ☐ **Top-notch work-life balance:** Finding the right work-life balance can be tricky, but in psychiatry, it's essential. Ensuring your future employer prioritizes flexibility and work-life balance is key to long-term job satisfaction.
- ☐ **Support from your organization:** Your organization should have your back. When it comes to the telepsychiatry field, making sure you have an advocate on your side to help navigate tricky situations is essential. Along with operational backup, your healthcare organization or telepsychiatry company should also provide phenomenal, 24/7 tech support.
- ☐ **Competitive compensation:** While your compensation should be competitive, your employer should also ensure an exceptional benefits package. These benefits don't only have to include health insurance and flexible PTO policies – they could also include your employer taking care of licensing and credentialing, leaving you with less paperwork, or more perks like CME support and malpractice insurance. (At Iris Telehealth, we include all of these and more in our benefits package).
- ☐ **Preferred population:** You've spent a lot of time and dedication figuring out the specific population you love working with. That's why finding an employer who listens to you, understands the type of work you want to do, and ultimately matches you with the right opportunity is essential. And with telepsychiatry, you can live where you want and still work with your desired patient population.

8 essential questions

Asking the right questions can help you refine your search and narrow in on the perfect fit. Below is a list of seven questions your future employer should be able to answer.

1. What will my day-to-day look like?
2. What kind of turnover has your company experienced?
3. Beyond the standard benefits, what else does your company offer?
4. What kind of support does your organization provide to its telepsychiatrists?
5. How do you support employees during major events (i.e., snowstorms, hurricanes)?
6. Are you fee-for-service or value-based?
7. What type of appointment times do you offer?
8. Do you provide, maintain, and support all of the equipment I'd need to do my job?



Your non-negotiables

Knowing your non-negotiables is an important part of understanding what you want from a job. For example, **ensure your employer prioritizes quantity over quality** and gives you enough time for appointments. That way, your patients aren't in and out, and you have time to facilitate meaningful work. Other non-negotiables include **patient ages**, **compensation**, and your **schedule**.

Telepsychiatry checks all the boxes

There are many benefits to telepsychiatry, but one of the reasons Iris providers love it so much is because of the low-stress environment. Because of the nature of remote work, the computer screen can help create a barrier that gives providers time to step away, take movement breaks, and ultimately help lower compassion fatigue. Telepsychiatry can also help patients feel more comfortable, creating a greater sense of privacy that may help them open up more than they might in person.

At Iris Telehealth, we get to know our providers, from their wants and needs, to the names of their pets. We care, and because of this proactive approach, we check the boxes that matter most:

- ☒ Work-life balance
- ☒ Less paperwork
- ☒ Great benefits
- ☒ 24/7 tech support
- ☒ Malpractice insurance
- ☒ Proactive, operational support
- ☒ The right job match

Your dream job is here at Iris Telehealth, where we prioritize the wellbeing of our providers over everything else. Work-life balance is a top priority, and we create a flexible, fulfilling culture that helps you love your work and save the world. To find out more about how you can work for Iris, [contact us](#) today.