

# IC/W2 Reflection Questions

These questions serve as reflective questions to help you decide whether your business should have employees or independent contractors. This is not meant to replace legal consult, but is a great tool to use when discussing options with an attorney.

- Would you prefer to be a hands-off business owner when it comes to your therapists?
- Do you want a close, family-style group practice?
- Do you want organization, structure, and the ability to have control of processes in your business?
- Do you want to be able to offer incentives to your staff (like bonuses, health insurance, retirement matching, vacation time, etc.)?
- Do you want to create a brand for your business?
- Do you prefer to have clinicians who are independent and in control of their work and how it is done?
- Do you want to be in control of when and how clinicians do their work (for ex. how many clients they see per week, when notes need to be completed by, how notes are done)?
- Do you want to provide supervision?
- If a clinician has low client retention, do you want to be able to require supervision to work this through?
- Do you want your clinicians to be in their own business, contracting work at your business?
- Will you allow your clinicians to work at other practices?
- Is the work your staff does a key aspect of your business?
- Do you want to cover marketing materials or require clinicians to market in certain places like Psychology Today?
- Do you want your clinicians to only have to see clients and do notes?
- Do you want to have administrative staff, reception, billing, or other support staff that your clinicians can use?
- How much instruction do you want to be able to give to your clinicians about their work?
- Will your clinicians be able to seek out business opportunities elsewhere or in their own practice?
- Will your clinicians financially depend on your business for their primary source of income?
- Do you want to have an evaluation system with your staff?
- Do you have a certain order of how the work your clinicians do should be done?
- Do you expect them to do certain trainings to work at your practice (while they are working at your practice)?
- Is there a sense of permanency in their position at your practice?