

## Why Work for a W2 Group Practice?

Let me tell you!

For starters, many practices that utilize 1099 contractors do not do it in a way that actually meets the IRS requirements and are treating staff more like employees. It's convenient in many ways, but has a lot of ramifications and is a misunderstanding of the classification. At Wise Mind, we were aware that we were also towing the line often and wanted to have the chance to formalize our team culture and expectations in ways that using contractors just does not allow. We made this change in 2022 and it's been amazing to see the things we were able to accomplish by having this model in place. We wanted to provide in house supervision, numerous benefits, opportunities for professional growth, pay staff more consistently, and more. A 1099 model just didn't lend itself to that.

**Want to get paid every other week consistently without waiting for payers to pay the practice, as well as put money away towards your retirement and not worry about making quarterly tax payments? That stability sounds nice, doesn't it? Well, a W2 position provides that.**

One of the complaints or concerns we see in W2 positions is the fear that the practice will have too much CONTROL over how you do your job. It is true that they have the potential to control more elements of the job and how you do it, BUT it also comes with fantastic benefits. For instance, we have teaching and research opportunities available, active staff involvement in an in house book club, skill building sessions, weekly team consultations to bounce ideas off each other and get feedback on challenging situations from an integrative team, do regular team building events, provide an annual training stipend, schedule flexibility, a 401k, help you grow your specialty interests, requiring our staff to hold inclusive and anti-racist values, move into leadership roles, get involved in community events, access to our testing library, hundreds of resources, and more!

Because of this model, we also have the honor of being a teaching practice and assisting in training the next generation of clinicians. I love this! Many of these folks end up staying on after.

Of course, there are caseload requirements because it has to be sustainable to the practice, but we provide all marketing, referrals, administrative support, billing, and credentialing to maintain this. A 1099 practice cannot legally provide all these things to you because you are technically considered your own business and should be providing these things yourself. **At Wise Mind, your primary role is seeing clients and doing the awesome clinical work you do with them!**

Obviously, you have to do what's best for you as you consider your career goals, professional needs, and the level of support you want or need. We do like to keep those things in one place to make life easier and not feel isolated while doing this work. Our staff regularly comment on how supported they feel and how accessible leadership and other colleagues are for when concerns arise. Come check it out. Worst case scenario - you don't like it and we both move on.