

TEAM-BASED CARE PRACTICE DOS AND DON'TS



DOS	DON'TS
Consider Needs: Evaluate your practice needs and patient population before you hire an APP.	Delegate Admin: Assume APPs will take all of the work other providers do not want.
Adapt Position: Tailor your position to fit experience of the person you hire.	Be Too Rigid: Make assumptions about what the APP is capable or incapable of doing.
Plan Onboarding: Determine an onboarding schedule and set expectations with the APP.	Skip Training: Think the APP won't need onboarding if they have neurology experience.
Get Buy-In: Make sure physicians want to be mentors and collaborators.	Presume Uniformity: Expect the APP to adapt to the practice styles of many different physicians.
Do Your Research: Understand the nuances of billing and licensure in your state before you hire.	Assume Same Scope: Think nurse practitioners and physician assistants have the same scope of practice.
Consider Cost: Consider all ancillary costs of adding a provider.	Profit Immediately: Plan for the APP to be profitable right away.
Give Support: Provider support and resources to APPs.	Ignore Skill Set: Have the APP perform tasks support staff can complete.