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Signaling Strategies for the 2027 Residency Application Cycle Tips and Resources

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Oregon Health & Sciences
University



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Programs
Washington State University

2026 Residency Application Milestones

Key submission, signal, and program-access dates for September



Confirm specialty-specific requirements and deadlines before submission.

SEPTEMBER 2026

Navigating Program Signaling

- What is Program Signaling?
- What does Program Signaling look like across various institutions?
- What is the best strategy for geographic preferences and program signaling for various specialties?

Residency Application and Program Signal Resources

- [AAMC 2027 Program Signals Overview](#)
- [AAMC MyERAS Participating Programs](#)
- [Application Guide](#)
- [Worksheet for application preparation](#)
- [Residency Explorer™ Tool](#)
- [ResidencyCAS](#) (EM and OBGYN)
- [SF Match](#) (Ophthalmology)
- [SAU/AUA Match Program Signaling Overview](#) (Urology)

**We have pulled key information from the resources above for this workshop, but be sure to refer to the sources above for details*

What are Program Signals?

- Program signals offer you the opportunity to express interest in individual residency programs at the time of application.
- Program signals are intended to be used by residency programs as **one of many** data points in deciding **whom to invite to interview**.
- Send program signals for **each specialty** to which you intend to apply. The number of available signals varies by specialty.
 - Specialties determine the number of signals based on their goals for signaling, their number of programs, and the average number of applications submitted per program in their specialty.

Geographic Connections & Preferences

- Geographic Connections – Residency CAS
 - EM
 - OBGYN
- Geographic Preferences in – ERAS
 - NOT PARTICIPATING: Otolaryngology, Orthopaedic Surgery, Plastic Surgery
- SF Match
 - Ophthalmology- No Geographic Data

ResidencyCAS Geographic Connections

Geographic Connections

This section allows you to indicate up to three locations you have a particularly strong connection with. It can be--but doesn't have to be--where you grew up or lived for a period of time and can be different from your current address as collected in the Contact Information section. It can also be somewhere you yourself have not lived but where your significant other's family or other social support system may be located, for instance.

Visit the Applicant Help Center for more information.

[VIEW LESS](#)

* Indicates required field

ADD GEOGRAPHIC CONNECTIONS

Add Geographic Connections

Country: *

United States

City/Town: *

State/Province: *

What connection do you have to this location? *

250 characters remaining

0 words

- List 3 city/state combinations
- 250 characters explanation for each
- All programs will see this, regardless of their location

ERAS Geographic Preferences (excluding ENT, Ortho and Plastic surgery)

- Geographic Preferences – Select up to 3
 - Cross-reference your program list to the Census divisions to determine your preferencing strategy;
discuss with advisor

Geographic Preferences

Indicate your preference (or lack thereof) by selecting **up to 3** United States Census divisions or "I do not have a division preference".

[VIEW MAP](#) [Who will see my responses?](#)

- ☐ New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)
- ☐ Middle Atlantic (New Jersey, New York, Pennsylvania)
- ☐ East North Central (Illinois, Indiana, Michigan, Ohio, Wisconsin)
- ☐ West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota)
- ☐ South Atlantic (Washington DC, Delaware, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, West Virginia)
- ☐ East South Central (Alabama, Kentucky, Mississippi, Tennessee)
- ☐ West South Central (Arkansas, Louisiana, Oklahoma, Texas)
- ☐ Mountain (Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, Utah, Wyoming)
- ☐ Pacific (Alaska, California, Hawaii, Oregon, Washington)
- ☐ I do not have a division preference

Geographic Preferences (ERAS only, excluding ENT, Ortho, Plastic Surgery)

- Setting Preferences – Select 1 option

Setting Preference

Indicate your preference (or lack of preference) for rural or urban settings. ?

- ☐ Rural
- ☐ Rural or Suburban
- ☐ Suburban
- ☐ Suburban or Urban
- ☐ Urban
- ☐ No Preference

Please describe your setting preference or lack of preference:

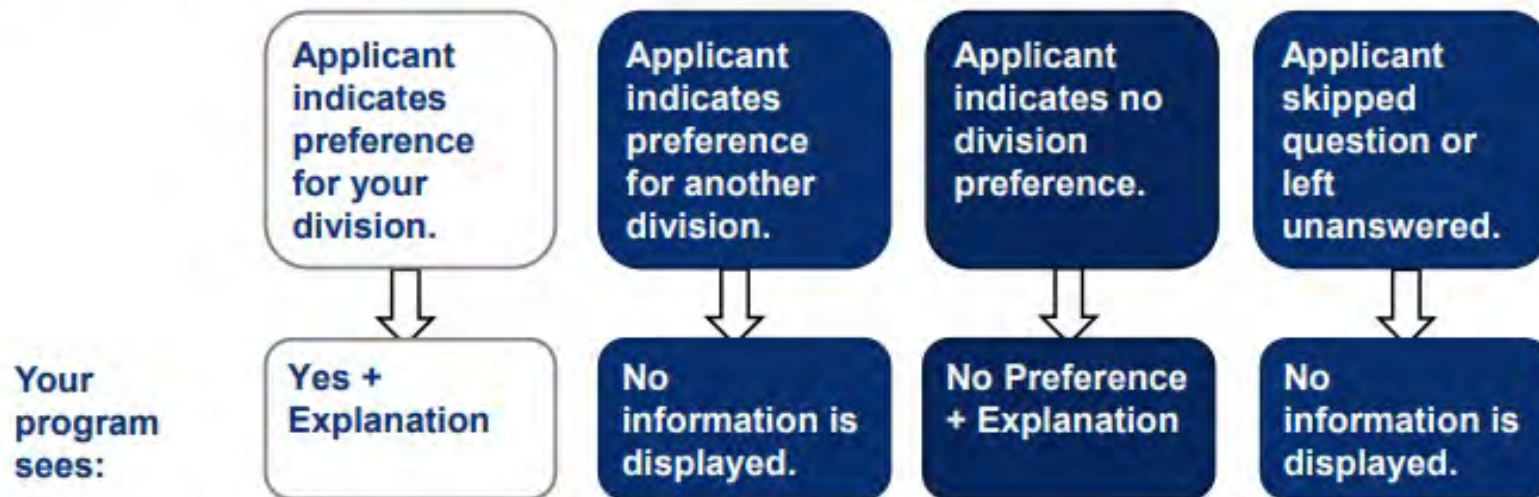
300 characters left of 300



Geographic Regions based
on the 9 US Census
Divisions

Geographic & Setting Preferences

How are geographic preferences shared with programs?



How will programs use geographic and setting preferences?

- As part of a holistic process to help decide whom to interview
- As part of an initial screen, alongside other data, before conducting holistic review
- As a tiebreaker to help decide whom to interview
- To prepare for the interview

How do I use geographic signals strategically?

- If you truly have no geographic preference, you should select “I do not have a division preference” and explain why.
- If you do have a preference – be honest and explain why.
 - Close to family/friends
 - Location of desired program
 - Having previous ties to the region
 - Lifestyle factors
- An interview invitation is slightly more likely when geographic preference overlaps with the program's location
- You can also consider distributing your geographic signals to locations with the largest number of programs in a specialty and using program signals outside of those regions for specific programs of interest

[Source: AAMC - Exploring the relationship Between Signaling and Geographic Preferences and Interview Invitations.](#)

Want to see data on use of geographic signaling by program?

[Residency Explorer](#)

Program Signals



- Allows applicants to express interest to **interview** at the time of application
- Number and/or tiers (gold/silver) of signals vary by specialty
- Dual applicants: submit signals for **each** participating specialty
- Prelim applicants: submit signals for prelim specialty (including Transitional Year programs)

Program Signals

5 Most Important Factors for Applicant Signal Decisions

- 1. Geographic preference*
- 2. Alignment of program strengths with career interests*
- 3. Proximity to family and friends*
- 4. Perceived chance of interview offer*
- 5. Perceived good fit*

Program Signals – 2026 Data

- Goals of Signal Approaches
 - Small # of signals (ex: Peds, FM): Top programs only
 - Large # of signals (ex: Ortho, ENT): Distributes signals more evenly
 - Two-tier (ex: Anesth, Derm): Distributes signals more evenly and greater flexibility for applicants
- Signals carry different weight across programs and specialties.
- Sending a program signal resulted in a higher probability of interview invitations for all participating specialties.
- Sending a signal did not guarantee an interview.

Residency Explorer Tool

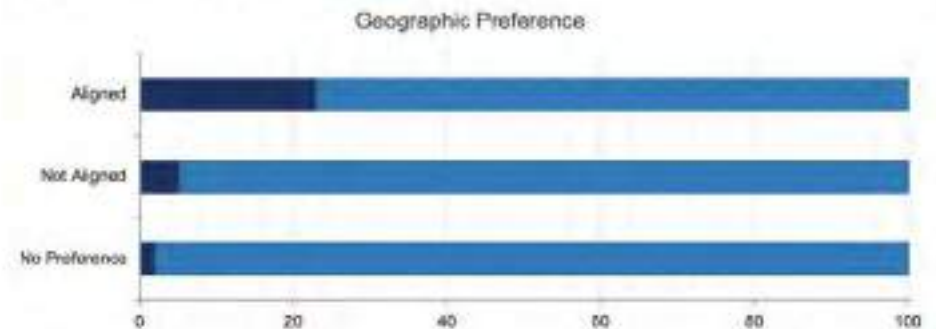
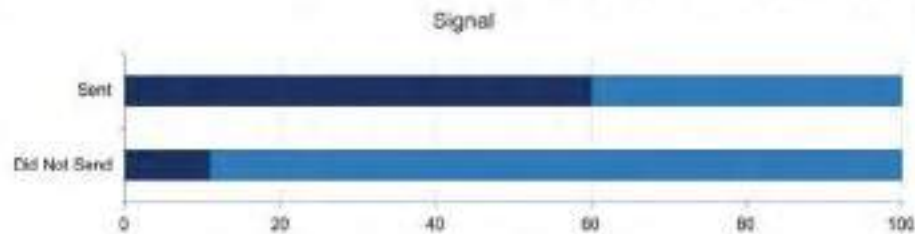
2026 Interview Rates by Applicant Characteristic

How to Interpret Bar Charts

Bar charts show the percentage of applicants within a category who were invited to interview and who were not invited to interview. Bars based on fewer than 10 applicants have a crisscross pattern and may not generalize to future cycles.

For example, in the Signal bar chart, the "Sent" bar shows the percentage of applicants who were invited to interview among those that sent a signal (darker blue area), and the percentage of applicants who were not invited to interview among those that sent a signal (lighter blue area).

To view the composition of total applicants who applied and who were invited to interview, [click here](#).



ERAS Statistics Page: Program Signal Interview Conversion Data



The colored box shows the signal to interview conversion rates for the bulk of the programs.

- The bottom of the box is the 25th percentile, the horizontal line is the median or the 50th percentile, and the top of the box is the 75th percentile.
- Whiskers represent the 10th and 90th percentile of programs' interview invitation rates.

Program Signal Interview Conversion Data

Small # Signal

Residency - Family Medicine

Select Specialty: Residency - Family Medicine

Select Season: 2026
(only applies to this page)

Data last refreshed: 05/31/2024

701

Programs Included

52.4%

Median Interview Rate

34.0

Median # of Invited Applicants

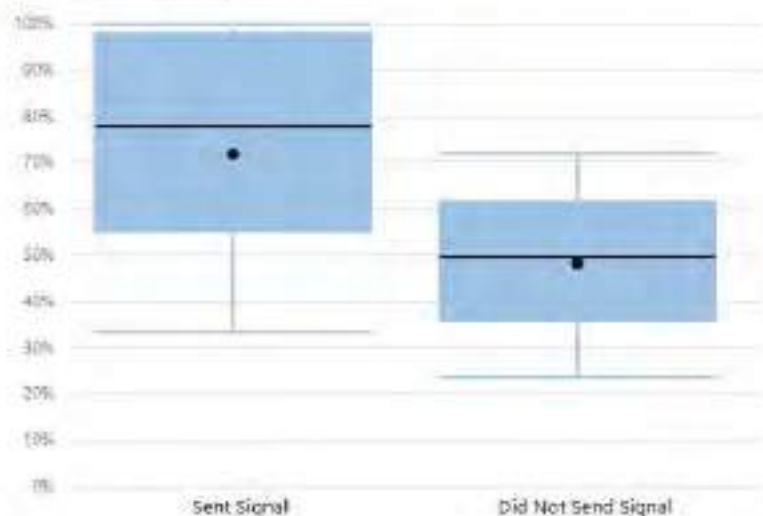
Box plot

Table



5 signals

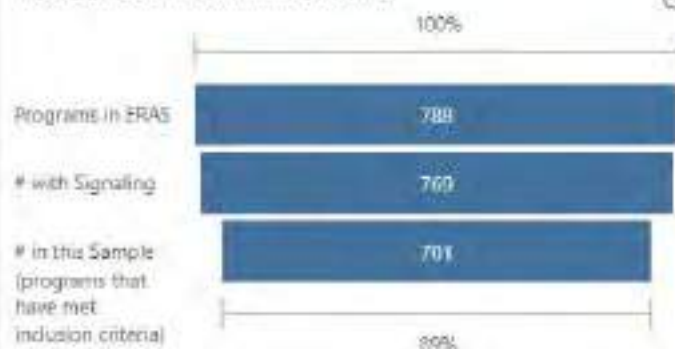
Interview Rate by Signal Status



Median Interview Rate by Signal Status

Applicant Type	Sent Signal	Did Not Send Signal
DO	75.0%	45.1%
IMG	11.6%	3.7%
MD	77.8%	49.5%
Overall	42.0%	19.0%

Program Counts for this Specialty



Source: [AAMC ERAS Statistics Page: Specialty Signaling to Interview Relationship Dashboard](#), accessed 8/13/2026

Program Signal Interview Conversion Data

Large # Signal

Residency - Orthopaedic Surgery

Select Specialty: Residency - Orthopaedic Surgery

Select Season: 2026
(only applies to this page)

Data last refreshed: 05/31/2026

135

Programs Included

20.5%

Median Interview Rate

54.0

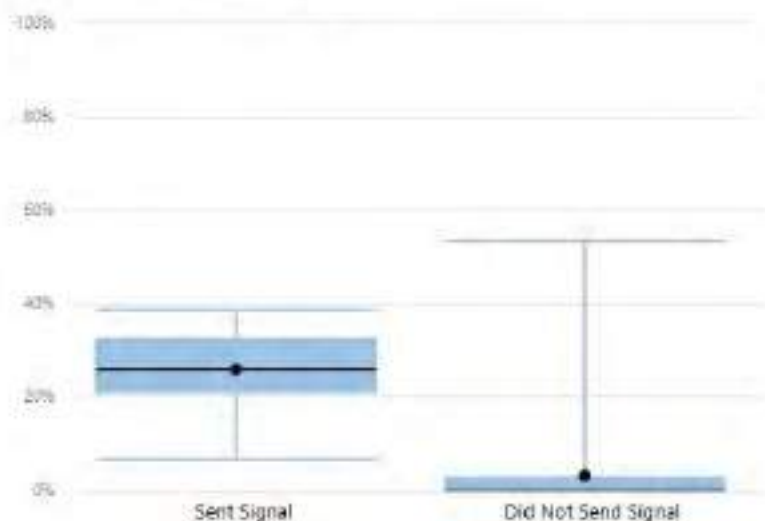
Median # of Invited Applicants

Box plot

Table

30 signals

Interview Rate by Signal Status



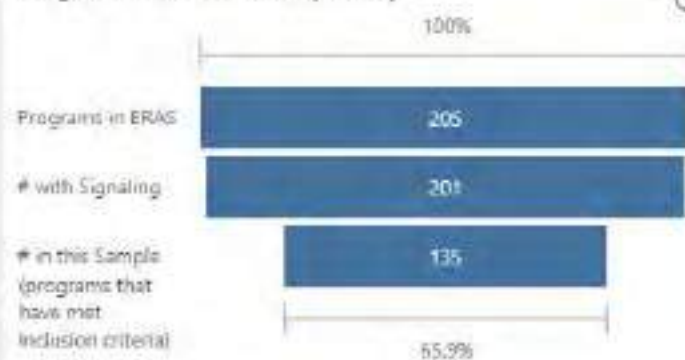
Applicant Type

- ☐ DO
- ☐ IMG
- ☒ MD
- ☐ Overall

Median Interview Rate by Signal Status

Applicant Type	Sent Signal	Did Not Send Signal
DO	5.3%	0.0%
IMG	0.0%	0.0%
MD	25.9%	0.0%
Overall	22.0%	0.0%

Program Counts for this Specialty



Source: [AAMC ERAS Statistics Page: Specialty Signaling to Interview Relationship Dashboard](#), accessed 8/13/2026

Program Signal Interview Conversion Data

Tiered Signal

Residency - Anesthesiology

Select Specialty: Residency - Anesthesiology

Select Season: 2026
(only applies to this page)

Data last refreshed: 05/31/2026

157

Programs Included

24.8%

Median Interview Rate

99.0

Median # of Invited Applicants

Box plot

Table

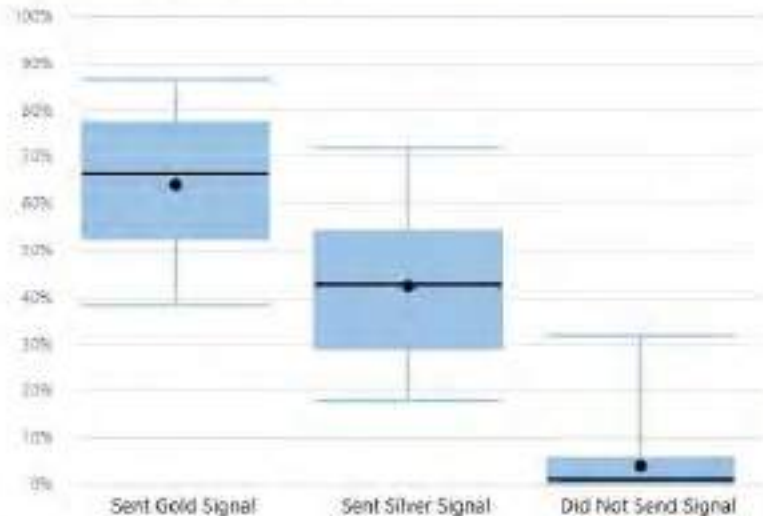
i

5 (gold), 10 (silver) signals

Applicant Type

- ☐ DO
- ☐ IMG
- ☒ MD
- ☐ Overall

Interview Rate by Signal Status



Median Interview Rate by Signal Status

i

Applicant Type	Sent Gold Signal	Sent Silver Signal	Did Not Send Signal
DO	58.8%	25.0%	0.0%
IMG	15.0%	3.0%	0.0%
MD	66.5%	42.9%	1.2%
Overall	54.8%	31.8%	0.7%

Program Counts for this Specialty

i



Source: [AAMC ERAS Statistics Page: Specialty Signaling to Interview Relationship Dashboard](#), accessed 8/13/2026

Program Signal Data Based on Program Signal Category

In Conclusion

Small

- Signalers experience higher interview rates.
- Non-signalers still receive interviews but at a lower rate.

Large

- Signalers have substantially higher interview rates.
- Non-signalers, in contrast, see almost no interviews.

Two-Tier

- Gold signals boost interview rates the most, and silver signals follow.
- Non-signalers have close to zero interview rates.

General Trends:

- Sending a program signal enhances applicants' chances of receiving interview invitations across all specialties and signaling approaches.
- Considerable variation in the level of enhancement, so programs may be using or emphasizing signals in varying ways.
- Specialties who changed their approach from small to large or two-tier witnessed a notable decline in interview rates for non-signalers.

Lower rate of interview invitation for non-signalers....**But not zero**

Discuss your individual strategy with your advisor

Program Signals

- Tips
 - Most important: ***Consult faculty advisors***
 - Not all programs participate
 - Review [participating program list](#)
- General strategy:
 - The majority should be strategically selected – (within/slight reach)
 - ~10% reach/dream program (*depends on # signals*)
 - Some should be "safety" (relatively speaking)
- Signal Statements:
 - Anesthesia, Plastic Surgery, PM&R, and Radiation Oncology
 - Brief statement for why you are signaling each program
 - Only visible to that one program
 - 300 characters

Residency Specialty	Number of Program Signals
Anesthesiology	5 (gold), 10 (silver)
Child Neurology	3 (gold), 6 (silver)
Dermatology	3 (gold), 25 (silver)
Diagnostic Radiology	6 (gold), 9 (silver)
Family Medicine	0
General Surgery	15
Internal Medicine	3 gold, 12 silver
Internal Medicine/Medical Genetics	3
Internal Medicine/Pediatrics	0
Internal Medicine/Psychiatry	2
Interventional Radiology - Integrated	8
Neurodevelopmental Disabilities	2
Neurological Surgery	25
Neurology	8
Orthopedic Surgery	30
Otolaryngology	25
Pathology	5
Pediatric Medical Genetics	3
Pediatrics	5
Pediatrics/Psychiatry/Child and Adolescent Psychiatry	3
Physical Medicine and Rehabilitation	20
Plastic Surgery - Integrated	20
Psychiatry	10
Public Health and General Preventive Medicine	3
Radiation Oncology	4
Thoracic Surgery - Integrated	4
Transitional Year	12
Urology	30
Vascular Surgery - Integrated	3 (gold), 12 (silver)

How to Strategically Assign your Signals

*There is no single resource that can answer the question,
"Which programs are reach/middle/safety programs?"*

- Speak with faculty advisors and mentors
- **NEW: AAMC Interview Likelihood Tool**
- **Understand how competitive you are as an applicant:**
 - Review characteristics of prior applicants and their outcomes:
 - TexasSTAR
 - [Charting Outcomes in the Match](#) data
 - [Residency Explorer Tool](#) data
- **Understand how competitive the programs are:**
 - Residency Explorer Tool
 - # of applications received
 - % of applicants interviewed
- **Understand what programs will align with your values/goals:**
 - ERAS: Program Alignment Tool (part of [Residency Explorer](#))
 - OB/GYN: [Alignment Check Index \(ACI\)](#)

Residency Explorer™ Program-level Data

- NEW: Interview Likelihood Tool takes many of the below factors into account
- See number of apps received compared to national average
- % of applicants interviewed compared to national average
- **Signal %** = applicants who signaled the program and were invited to interview/total applicants who signaled the program
- **No Signal %** = applicants who did not signal the program and were invited to interview/total applicants who did not signal the program
- **In-State School %** = applicants whose medical school location was in the program's state and who were invited to interview/total applicants whose medical school location was in the program's state
- **Out-of-State School %** = applicants whose medical school location was not in the program's state and who were invited to interview/total applicants whose medical school was not in the program's state
- Can filter by MD, DO, IMG, etc.



Residency Explorer

- Program alignment tool—currently available
 - [Residency Explorer™ Tool: Dashboard](#)
- Interview likelihood tool (live this week)
 - [Residency Explorer™ Interview Likelihood | Students & Residents](#)

Balance Your Application Strategy

How well does the program align with my interests and priorities?



Program Information about program offerings, training environment, and benefits



Program Alignment Feature to help applicants identify programs that better align with their interests and priorities

How likely am I to receive an interview offer from the program?



Interview Data and License Exam Scores to help applicants assess their likelihood of interview



Interview Likelihood Feature to help simplify and personalize the process for applicants' assessing their competitiveness

[Home](#)[Explore Specialties](#)[My Application Strategy](#)[Program Alignment](#)[Interview Likelihood](#)[Explore Programs](#)[Compare Programs](#)[Logout](#)

My Application Strategy: Program Alignment

Select the program characteristics and offerings that matter most to you. The Residency Explorer tool will use your selections to show how individual programs align with your interests and priorities on the Explore Programs and Program pages. These insights may help you identify programs that could support your career goals and personal needs.

Program Characteristics

Educational and Research Opportunities

Please select any program opportunity or enter a desired minimum or maximum value for any opportunity that is important to you. All fields are optional.

Special Track

- ☐ Academic or Clinical Educator
- ☐ Hospitalist
- ☐ Primary Care
- ☐ Research Track/Fellowship (non-ACGME accreditation)
- ☒ Rural
- ☒ Women's Health

Average Hours per Week in Year 1 that Residents/Fellows are Expected to Attend Regularly Scheduled Lectures or Conferences

Min		Max	
-----	----------------------	-----	----------------------

Research Rotation

- ☒ Optional Research Rotation
- ☐ Required Research Rotation

Number of Weeks in Required Research Rotation

Min		Max	
-----	----------------------	-----	----------------------

Program Offerings

- ☒ Academic support for USMLE Step 3/COMLEX-USA Level 3 preparation
- ☒ Alternative complementary medicine curriculum
- ☐ Debt management or financial counseling
- ☐ Economics of health care systems curriculum
- ☒ Formal program to foster interprofessional teamwork
- ☐ Health systems leadership skills curriculum
- ☒ Home/hospice care experience
- ☒ Integrative medicine curriculum (i.e., integrating alternative/complementary medicine with conventional medicine)
- ☐ Instruction in medical Spanish or other non-English language
- ☐ International experience/global health
- ☐ MPH, MBA, PhD or other advanced degree training
- ☐ Off-campus electives
- ☐ Resident/fellow retreats

What Application Data Are Included?

- Hometown and program location
- Medical school and program location
- Medical student type¹
- Program signals
- Publications and scholarly work
- USMLE Step exam performance¹
- COMLEX-USA Level exam performance²

Program Models

¹Model for Applicants with USMLE Step Exam Scores

²Model for DO Applicants with COMLEX-USA Level Exam Scores

[Home](#)[Explore Specialties](#)[My Application Strategy](#)[Program Alignment](#)[Interview Likelihood](#)[Explore Programs](#)[Compare Programs](#)[Logout](#)

My Application Strategy: Interview Likelihood

Provide information about your background, experiences, and license exam performance just as you will in the MyERAS application. The Residency Explorer tool will generate a program-level interview likelihood on the Explore Programs and Program pages based on historical application and interview data.

⚠ This section can be updated a maximum of three times, with each update generating new, individualized results. You have used 2 of 3 updates.

My Background:

Student Type: *

Select student type...

Medical School State: *

Select state...

Hometown State(s) (Select up to 3): *

Please select up to 3 Hometown State(s)...

My Scores:

Select your Student Type in My Background to input license exam information.

My Experience:

Peer-Reviewed Publications: *

Journal Article/Abstract (Published) *

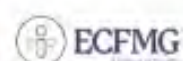
Book Chapter *

Online Publication *

Journal Article/Abstract (Unpublished) *

[See My Likelihood](#)

Accreditation Council for
Graduate Medical Education



FEDERATION OF
STATE MEDICAL BOARDS

THE MATCH
NATIONAL MATCH

NBME

NBOME

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What is NOT included?



Clerkship grades



Letters of
recommendation



Personal
statements



Away rotations



Meaningful
experiences



Research quality
and impact

(step 2 fails)

Residency Explorer™ Tool

Home

Explore Specialties

My Application Strategy

Program Alignment

Interview Likelihood

Explore Programs

Compare Programs

Logout

About Data Help FAQ

Change Specialty: Please select a sp...

Go

My Application Strategy: Interview Likelihood

Provide information about your background and experience to generate a program-level interview likelihood on the Explore MyERAS application. The Residency Explorer tool will generate a program-level interview likelihood on the Explore MyERAS application. The Residency Explorer tool will generate a program-level interview likelihood on the Explore MyERAS application.

The Residency Explorer tool will generate a program-level interview likelihood on the Explore MyERAS application.

This section is currently unavailable.

My Background

Student Type

Select student type

Medical School

Select medical school

Hometown State

Please select a state or territory

My Scores

You have used 2 of 3 updates.

Background to input license exam

My Experience

Peer-Reviewed Publications: 1

Journal Article/Abstract (Published) *

Book Chapter *

Online Publication *

Journal Article/Abstract (Unpublished) *

See My Likelihood



Accreditation Council for
Graduate Medical Education



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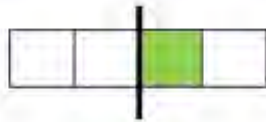
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What Are the Interview Likelihood Categories?



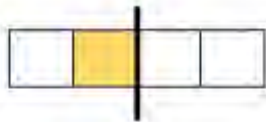
Well Above Average

Applicants with profiles similar to yours were invited **more often than most** applicants to this program and were among the **top 20%** of applicants to this program during the previous application cycle.



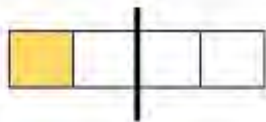
Above Average

Applicants with profiles similar to yours were invited **somewhat more often** but **not among the top 20%** of applicants to this program during the previous application cycle.



Below Average

Applicants with profiles similar to yours were invited **somewhat less often** but **not among the bottom 20%** of applicants to this program during the previous application cycle.



Well Below Average

Applicants with profiles similar to yours were **invited less often than most** applicants to this program and were among the **bottom 20%** of applicants to this program in the previous application cycle.

Residency Explorer™ Tool

- Home
- Explore Specialties
- My Application Strategy
- Explore Programs
 - Refine By:
 - Location
 - Visas Accepted or Sponsored
 - Osteopathic Recognized
 - Special Tracks
 - Clear Filters
- Compare Programs
- Logout

About Data Help FAQ

Change Specialty: Family Medicine

Go

Explore Programs

What's Included in the Data Below

Data in the table reflect:

- 2026 Cycle ERAS Application data
- 2026 Cycle Thalamus Interview Invitation data
- Data for the entire program, not specific position type (e.g., preliminary alone, categorical alone)

Data are not displayed if:

- Data Not Available
- Program did not use the ERAS Application or Thalamus
- (For signal data only) Programs did not use program signals or specialties changed their signaling approach from the prior cycle

Sample sizes or model did not meet standards

- For license exam score range data (<10 applicants invited with scores)
- For all other data (<10 applicants invited)
- For interview likelihood model data, see [Interview Likelihood website](#)

Search Program Name:



Filters:

Display Applicant Type(s):

MD

DO

US IMG

Non-US IMG

Compare Programs

51 to 100 of 826 results for Programs

Sorted by: Program Alignment

Clear Compare List

Compare	Program	My Application Strategy				2026 Cycle Interview Data						
		1 Interview Rate (Average Likelihood)	2 My Interview Likelihood Without a Signal	3 My Interview Likelihood With a Signal	4 Program Alignment -	5 Middle 80% of Scores		6 Interview Rate				
						Step 2 CK All Invited	Level 2 CE DOs Invited	Signal	No Signal	In-State School	Out-of-State School	MD
☐	Southern Illinois University Program	7%			11/14	219-253	410-509	28%	6%	70%	8%	82%
☐	Southern Illinois University (Cecatur) Program	8%			11/14	218-245	409-529	16%	11%	90%	10%	65%
☐	Southern Illinois University (Carbondale) Program	---	---	---	11/14	---	---	---	---	---	---	---
☐	East Carolina University Family Medicine Residency at State (Rose) Program	53%			11/14	230-253	426-639	80%	42%	58%	50%	76%

Residency Explorer™ Tool

Home

Explore Specialties

My Application Strategy

Explore Programs

Refine By:

Location

Visas Accepted or Sponsored

Orthopaedic Recognized

Special Tracks

Clear Filters

Compare Programs

Logout

AboutDataHelpFAQ

Change Speciality: Family MedicineGo

Explore Programs

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- For all other data (<10 applicants invited)
- For interview likelihood model data, see [Interview Likelihood webpage](#)

Search Program Name:

Filters:

Display Applicant Type(s):

MD DO US IMG Non-US IMG

Compare Programs

51 to 100 of 826 results for Programs

Sorted by: Program Alignment

Compare

Program

Interview Rate (Average Likelihood)

7%

My Interview Likelihood Without a Signal

My Interview Likelihood With a Signal

Program Alignment

Step 2 CK All Invited

Level 2 CE DOs Invited

Signal

No Signal

In-State School

Out-of-State School

MD

Southern Illinois University Program

8%

Southern Illinois University (Categorical) Program

—

Southern Illinois University (Cardinal) Program

—

Pulcricide Health/Family Medicine Residency of Idaho (Open) Program

53%

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Assigning Program Signals

Step 1:

Save Programs in MyERAS

- Search Programs feature includes program signal participation
- Saved programs represent programs where an applicant is interested in applying

Step 2:

Assign Signals

- Applicants choose specific programs from their Saved Programs list to send program signals.
- Program signals may be modified and changed from the Saved Program list.
- Saved Signals overview box provides a snapshot count of signal usage for all programs by specialty

Step 3:

Apply to Programs

- When applicants apply to their selected programs, signals will be sent to the programs they designated in their Saved Programs list.
- Once sent with an application, a signal may not be modified or removed.
- A signal may not be sent to a program after an application is already sent to that program.
- If there are program signals remaining, applicants may apply to additional programs and include program signals with those applications



Program Signal Assignment Process

In ResidencyCAS:

- Visit Program Materials
- Navigate to Signals
- Select the programs you want to signal
- Click "Apply and Continue"



Courtesy of AAMC

Program Signals – Other Strategy Points

- ALWAYS use all signals available to you!
- Specialty guidance is to signal home and away programs if you want to interview at those programs*

**Except for Emergency Medicine*

- But, follow instructions that programs give you
 - *If they say to not signal them, then don't signal them*
 - Default: signal home and away programs*
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- Signal programs where you are competitive/have a reasonable chance of getting an interview
AND where your interests and values are aligned with those of the program
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- ***Work with your specialty advisor to identify programs to signal***



Program Signals – Tips

- Use **ALL** program signals available to you in **each specialty** to which you are applying!
 - *You get signals in each participating specialty you are applying to, including preliminary and transitional years*
- **Signals cannot be sent after applying to a program**
- In ERAS: Use the "View all signals" tool in MyERAS to track your assigned signals
- Signals are only used in the regular season (not SOAP)
- Questions about how to assign signals outside of ERAS?
 - Emergency Medicine – ResidencyCAS
 - OB/GYN – ResidencyCAS
 - Ophthalmology – SF Match

At the end of the day...

- Know yourself and what's important to you
- Research programs to find alignment
- Utilize available data tools and resources, knowing when to walk away from them
- Focus on what's in your control
- Consult your personal “board of directors”
- Make decisions that will let you sleep at night.





Q&A