

Good OTE vs Risky OTE

Good OTE versus risky OTE comparison for account executive salary offers.

<https://accountexecutivejobs.com/blog/sales-compensation/account-executive-salary>

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Account Executive Jobs

Offer comparison

Offer comparison

Good OTE vs Risky OTE

Two offers can show the same OTE and carry very different risk.

More believable

Good OTE

01

Written base and variable split

02

Quota tied to deal size and sales cycle

03

Ramp plan is explicit

04

Territory and lead mix are clear

05

Team attainment is discussed

Needs more proof

Risky OTE

01

Only the total number is shared

02

Quota is vague or recently reset

03

Full quota starts immediately

04

Top-rep story replaces median data

05

Payout rules arrive after signing

High OTE is not the red flag. Unsupported OTE is.

AccountExecutiveJobs.com

Use this reference

Read the full guide for the context behind this visual. The original illustration and its source belong together when you share it.

Notes