

OTE Trap Checklist

OTE trap checklist for sales jobs covering base split, quota math, ramped attainment, ramp period, payout timing, and clawbacks or caps.

<https://accountexecutivejobs.com/blog/sales-job-search/sales-job-red-flags>

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Account Executive Jobs

Pay risk

OTE check

01

Base / variable split

What part is guaranteed and what part must be earned?

02

Quota math

What booked revenue or units unlock the variable pay?

03

Ramped attainment

What percentage of fully ramped reps hit quota?

04

Ramp period

When does full quota start and how is early pay handled?

05

Payout timing

Does commission pay on booking, invoice, or cash collected?

06

Clawbacks and caps

Can churn, non-payment, or limits reduce the payout?

OTE Trap Checklist

A big number is useful only when the plan underneath it is real.

Do not confuse target earnings with guaranteed earnings.

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