

SCRUBS TO ASSETS

The Healthcare Professional's Blueprint for Building Real Wealth

92%

of healthcare professionals report financial stress

\$80K+

average nursing salary — yet most have little wealth

1 in 3

healthcare workers have no retirement strategy

"You save lives for a living. It is time your financial life reflected that."



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HEALTH. · WEALTH. · LEGACY.

DEDICATION

This book is dedicated to every healthcare professional who has ever ended a 12-hour shift exhausted, checked their bank account, and thought:

"There has to be more than this."

There is. And you deserve it.

DISCLAIMER

This eBook is for educational and informational purposes only and does not constitute personalized financial, legal, or tax advice. Please consult a licensed financial professional before making any financial decisions. Olivia Yates is a Registered Nurse, Licensed Life & Health Insurance Professional, and Founder of The Abundant Life Group. Strategies discussed are general in nature and individual results will vary.

TABLE OF CONTENTS

Introduction	You Didn't Go Into Healthcare to Be Financially Stressed
Chapter 1	The Healthcare Professional's Paradox: High Income, Low Wealth
Chapter 2	Why They Never Taught Us This
Chapter 3	The 4 Wealth Drains Silently Keeping Healthcare Professionals Broke
Chapter 4	The Tax Burden Nobody Warned You About ★
Chapter 5	Burnout Is a Financial Crisis — Not Just an Emotional One ★
Chapter 6	From Hourly to Assets: The Scrubs to Assets Framework
Chapter 7	Why You're Actually Positioned to Win ★
Chapter 8	What Is the Wealth Gap — And What's Yours?
Chapter 9	Your Abundant Life Action Plan: 3 Steps to Start Right Now
Closing	You've Already Done the Hardest Thing

You Didn't Go Into Healthcare to Be Financially Stressed

Let me paint a picture.

It's 7:15 AM. Your shift ended forty-five minutes ago but you're still charting. Your feet ache. You skipped lunch again. You handled a code, calmed a family in crisis, advocated for a patient who couldn't advocate for themselves — and underneath all of it, a quiet worry has been running all shift long.

How am I going to make this work?

Not the patient. Not the assignment. Your life. Your bills. Your future. Your family.

You are not bad with money. You were just never given the blueprint.

I'm Olivia Yates — a Registered Nurse, Licensed Life & Health Insurance Professional, and founder of The Abundant Life Group. Before those titles, I was a single mother of three children, carrying the full financial weight of our household on one nursing income.

I remember sitting down one night — exhausted from a long shift, kids finally asleep — looking at my bank account and feeling *scared*. Not because I wasn't earning. But because I had been building someone else's financial future without ever intentionally building my own. I had income. I did not have wealth.

So I did what healthcare professionals do. I assessed the situation. I identified the problem. I found the right resources, got licensed, and learned about tax-free wealth strategies and protected growth vehicles that most in our profession have never been introduced to. Slowly — intentionally, imperfectly, consistently — I started closing my own Wealth Gap.

This book was written by a nurse. But its message belongs to every healthcare professional who has sacrificed their body, their sleep, and their personal time to serve others — while quietly wondering if there is a better financial path forward.

There is. And this is it.

Think of this as your financial intake assessment. Before we treat the problem, we assess it fully. Your abundant life is not a fantasy — it is a plan, and we are about to write it together.

The Healthcare Professional's Paradox

High Income, Low Wealth

Here's something nobody talks about in healthcare: professionals are some of the highest-earning people in the country and some of the most financially vulnerable. This is what I call **The Healthcare Professional's Paradox. High income. Low wealth.** And it is more common than you think.

Income Is Not Wealth

Income is your direct deposit — it stops when you stop working. Wealth is what you own: assets that generate value whether you're clocking in or not. A high income feels like security — until you get sick, get injured, or burn out. When your only financial asset is your ability to clock in, that is not wealth. That is a very well-paid form of financial fragility.

The Golden Handcuffs

The shift differentials. The overtime. The pension you've been paying into for years that you'd lose if you left. They keep you tied to a system that may be burning you out — because the financial cost of leaving feels too high. The only way to remove them is to build assets that make clocking in a choice, not a requirement.

Why This Profession Creates Unique Financial Vulnerability

Healthcare training equips you to save lives and provides zero financial education. You enter a profession that glorifies sacrifice. You work schedules that make it hard to engage with anything outside of surviving your next shift. Many healthcare professionals are also the financial backbones of their families. This is not a personal failure. It is a structural gap — and it has a solution.

A high income with no assets is just an expensive treadmill. You're running hard — and going nowhere. It's time to step off and start building.

Why They Never Taught Us This

The Financial Discharge Instructions Nobody Gave You

Think back to your training. You were prepared for some of the most high-stakes situations a human being can face. And then you graduated — and nobody sat you down and said: *'Here's how to build wealth on a healthcare professional's salary.'*

We wouldn't discharge a patient without a care plan. But most of us were sent into adulthood with zero financial discharge instructions. That ends today.

The Giving Profession Trap

Healthcare attracts people wired to put others first. That is beautiful in the clinical setting. But when that same selflessness bleeds into your financial life, it keeps you from building. Building wealth is not selfish. It is the most responsible thing you can do — for yourself, your family, and the patients you serve.

The Scarcity Mindset Nobody Warned You About

Many of us absorbed money messages that planted seeds of scarcity thinking — the belief that wealth is for other people. Abundance thinking says: I am a skilled, educated professional, and I deserve a financial life that reflects my effort and value.

Your Clinical Skills Are Your Greatest Financial Asset

Assess. Diagnose. Create a plan. Implement. Monitor and adjust. That is your clinical process — and it is exactly what wealth building requires. You are not learning a new way of thinking. You are applying the thinking you already have to a new domain.

CLINICAL SKILL	WEALTH APPLICATION
ASSESS — gather information before acting	Review your full financial picture before deciding
DIAGNOSE — identify the problem clearly	Name your Wealth Gap without flinching from what's true
CREATE A CARE PLAN — set goals and steps	Build a financial blueprint with specific timelines
MONITOR AND ADJUST — reassess and pivot	Review your strategy and adapt as life changes

The 4 Wealth Drains

Silently Keeping Healthcare Professionals Broke

There are four specific wealth drains that disproportionately affect healthcare professionals. They work quietly, in the background — and most people don't know they're there until years have passed and the financial picture still hasn't changed.

01 **Taxes — The Biggest Bill You're Probably Overpaying**

Overtime, shift differentials, and travel contracts push healthcare professionals into higher tax brackets fast. But the tax code is full of legal strategies designed to reward people who use the right financial vehicles. Most healthcare professionals only know one tax bucket. There are three — and the tax-free bucket is the most powerful one most have been left out of entirely.

02 **No Protection Plan — One Event Away From Financial Crisis**

Employer-provided coverage is a starting point — not a plan. Modern protection tools include Living Benefits: access to your policy's value during your lifetime for critical illness, chronic illness, and income replacement. For healthcare workers who face real occupational health risks daily, a financial vehicle that protects you while building wealth is not optional — it is essential.

03 **Retirement Confusion — A 403(b) Is Not a Wealth Plan**

Contributing to your employer's retirement plan is not the same as having a retirement strategy. A 403(b) is one tax-deferred tool with a tax bill waiting on the other end. A real strategy asks: When do I want the option to stop working? What happens to my retirement if I change positions or can't work?

04 **Lifestyle Inflation — The Silent Wealth Killer**

You pick up extra shifts. You get a raise. And slowly your lifestyle expands to match. You deserve to enjoy your life — but when spending consistently rises with income, wealth stays flat. Every raise needs a plan before it needs a purchase.

Most healthcare professionals don't have a money problem. They have a money PLAN problem. A real, personalized plan is exactly what we're going to build.

The Tax Burden Nobody Warned You About

How to Legally Keep More of What You Earn

NEW CHAPTER

Taxes are the number one silent drain on healthcare professional wealth — and the strategies to address them are almost never discussed in our profession.

The average healthcare professional working full-time with overtime can land in the 22–24% federal tax bracket — sometimes higher. Travel nurses earning \$80,000–\$120,000+ can push into the 32% bracket. Add state taxes, and a significant portion of every dollar you earn never reaches your bank account. Most healthcare professionals have been given only one financial tool — the tax-deferred retirement account — and told it's enough. **It is not enough.**

The 3 Tax Buckets — And Why Most Healthcare Professionals Only Know One

TAXABLE	TAX-DEFERRED	TAX-FREE
Bucket 1	Bucket 2	Bucket 3
Savings, brokerage. Taxed now AND on growth.	403(b), 401(k), IRA. Taxed at withdrawal.	Roth IRA, HSA, IUL. Never taxed on growth or withdrawal.
<i>Least efficient</i>	<i>Most common — most dangerous</i>	<i>Most powerful — most underused</i>

The Problem With Living Entirely in Bucket 2

Nobody knows what tax rates will look like in 20 or 30 years — and historically they trend upward. You could spend an entire career building a retirement account, only to hand a significant portion to the government right when you need it most.

The IRMAA Trap Healthcare Professionals Must Know

IRMAA — Income-Related Monthly Adjustment Amount — is a Medicare surcharge that activates when your income exceeds certain thresholds in retirement. High withdrawals from tax-deferred accounts don't just trigger income tax — they can significantly increase your Medicare premiums. This hidden cost almost never gets explained.

Building Tax-Free Wealth on a Healthcare Professional's Income

A diversified wealth strategy doesn't just diversify investments — it diversifies tax exposure. Build intentionally across all three buckets, with strong emphasis on tax-free vehicles: Roth IRAs, Health Savings Accounts (the only triple-tax-advantaged account in existence), and insurance-based strategies that grow and can be accessed without triggering a tax event.

The goal is not to avoid taxes — it is to stop overpaying them. The strategies exist. Most healthcare professionals have simply never been introduced to them.

Burnout Is a Financial Crisis

Not Just an Emotional One

NEW CHAPTER

The connection between clinical burnout and financial devastation is real — but almost never discussed in financial planning for healthcare professionals.

We talk about burnout in terms of emotional exhaustion and compassion fatigue. All of that is real. But there is an economic dimension to burnout that almost nobody in the financial world is discussing — and as someone with both a clinical background and a financial license, I am uniquely positioned to name it.

63%

of healthcare professionals report symptoms of burnout

50%+

consider leaving the profession due to burnout

1 in 4

workers will experience a disability before retirement

What Burnout Actually Costs You Financially

When burnout forces a healthcare professional to reduce hours, take unpaid leave, or leave the profession entirely — the financial impact is not just an income disruption. It is a wealth disruption. Retirement contributions stop. Insurance gaps appear. Career trajectory shifts permanently. If no protection strategy was in place, the entire financial plan unravels at the exact moment you are least equipped to rebuild.

The Disability Risk Nobody In Healthcare Talks About

One in four workers will experience a disability before retirement — and healthcare workers face above-average risk. Disability means any condition preventing you from performing your specific occupational duties. A healthcare professional unable to perform their role due to injury or illness is functionally disabled — even if they look fine on the outside.

How a Financial Strategy Becomes Your Safety Net

A healthcare professional with a solid financial foundation has options a financially fragile colleague does not. They can reduce hours without panic. Take medical leave without liquidating retirement accounts. Leave a toxic environment because they have built enough outside of that paycheck to do so. You don't build a financial strategy after the emergency. You build it so the emergency does not become a catastrophe.

You cannot pour from an empty cup — and you cannot build from an empty account. A financial strategy is not separate from your wellbeing. It is the foundation of it.

From Hourly to Assets

The Scrubs to Assets Framework

You've spent your career being paid for your time. Clock in. Work. Clock out. Repeat. Then I learned something that fundamentally changed my financial trajectory:

Time is finite. Assets are not.

The 3 Types of Income — And Why Healthcare Professionals Are Stuck in One

1. Earned Income

Your paycheck — hourly rate, overtime, shift differentials. Requires your active time and labor. It stops when you stop. Most healthcare professionals live entirely here.

2. Portfolio Income

Income from investments — index funds, stocks, bonds. Your money earns returns over time without requiring your daily presence.

3. Passive Income

Income from assets you've built — rental properties, business revenue, cash value insurance strategies. Once established, generates income with minimal ongoing effort.

Financial Tools Every Healthcare Professional Should Know

Roth IRA	Tax-free retirement account you control — independent of your employer. Growth and qualified withdrawals are completely tax-free.
Health Savings Account (HSA)	The only triple-tax-advantaged account in existence. Contributions, growth, and qualified withdrawals are all tax-free.
Cash Value Life Insurance (IUL)	When structured properly: death benefit, living benefits for chronic/critical illness, tax-free growth, and tax-free retirement income.
Index Funds	Invest broadly across the market with low fees and consistent long-term growth. You don't need to pick stocks to build wealth.
Real Estate	One of the oldest wealth-building vehicles. Start with education — understand how it works before you act.

Your credentials represent years of sacrifice, skill, and service. It is time for your financial life to reflect all of that. Not someday. Now.

Why You're Actually Positioned to Win

The Advantages You've Been Overlooking

NEW CHAPTER

Most financial content for healthcare professionals focuses exclusively on problems. This chapter flips that — because the advantages are real and significant.

We've spent several chapters identifying what has been working against you. Now here is what most financial content completely ignores: healthcare professionals are exceptionally well-positioned to build wealth. Not despite your profession. Because of it.

Recession-Proof Income

Healthcare is one of the most economically resilient industries in existence. When markets crash, people still get sick. When companies downsize, hospitals are hiring. Your income stability is the foundation on which all wealth building rests.

High Earning Potential With Room to Grow

Registered nurses earn \$80,000–\$120,000+. Travel nurses earn significantly more. NPs, CRNAs, and advanced practice providers earn six figures as a baseline. With the right strategy, that income becomes the engine of serious wealth.

Clinical Skills That Map Directly to Financial Discipline

Assess. Diagnose. Plan. Implement. Monitor and adjust. That is your clinical process — and it is exactly what wealth building requires. You are applying the thinking you already have to a new domain.

A Built-In Network of High-Earning Peers

Your colleagues are other high-earning healthcare professionals with the same financial blind spots you had before reading this. Your network is your net worth — and yours is built directly into your profession.

The Mindset of Someone Who Has Already Done Hard Things

You made it through your training. You survived your first year. You worked through a pandemic. You have already proven you can do hard things with discipline under sustained pressure. Building wealth requires exactly that.

You were not unprepared for financial success. You were underbriefed. There is a significant difference — and now that the briefing has begun, the path forward is clearer than you think.

What Is the Wealth Gap — And What's Yours?

Your Personalized Financial Assessment

None of this matters in the abstract. What matters is *your* financial picture — your gaps, your opportunities, your next step. This is where we stop talking about healthcare professionals in general and start talking about you specifically.

Your Wealth Gap is the measurable distance between where you are financially right now and where you should be — given your income, your years of work, and your goals. It is not a judgment. It is a diagnosis. And just like in healthcare — you cannot treat what you haven't properly assessed.

The Wealth Gap Self-Assessment

Answer the following five questions honestly. This is for you — nobody is grading you.

QUESTION	YOUR ANSWER
1. Do you have life insurance with a cash value component — not just employer-provided term?	YES / NO
2. Do you have a retirement strategy outside your employer plan — one YOU control?	YES / NO
3. Do you have 3–6 months of living expenses in an accessible emergency fund?	YES / NO
4. Do you have at least one income stream that does not require you to clock in?	YES / NO
5. Do you have a written financial plan with specific goals, timelines, and steps?	YES / NO

Your Results

0–2 YES

Critical Wealth Gap

You are working hard and building little. The infrastructure is not yet in place. The good news: this is entirely fixable. You are not behind — you are at the beginning.

3–4 YES

Moderate Wealth Gap

You've started building and have some pieces in place, but meaningful gaps remain. This is the most common place healthcare professionals land — and the most dangerous, because it can feel 'good enough' when it isn't.

5 YES

Strong Foundation — Time to Optimize

You've done the foundational work. The question now is whether your strategy is as efficient and intentional as it could be.

You can't close a gap you haven't measured. This is your starting point — not your verdict. Your starting point is exactly where your abundant life begins.

Your Abundant Life Action Plan

3 Steps to Start Right Now

You picked up this book. You read it. You did the self-assessment and got honest with yourself about where you are and where you want to be. That is not a small thing. Most people never do it.

That tells me everything I need to know about whether you're capable of building an abundant life. You are. Unquestionably.

STEP 1

ASSESS: Know Your Numbers

You cannot build a care plan without a complete assessment. Before your next shift, sit down for thirty minutes and get clear on:

- Your actual monthly take-home income
- Your monthly fixed expenses
- What you currently have in retirement savings
- Whether you have an emergency fund and how many months it covers
- What insurance you have and what it actually covers
- What debt you carry and at what interest rates

STEP 2

ALIGN: Make Sure Your Money Matches Your Goals

Once you know your numbers, ask: Does how I'm using my money actually reflect what I want for my life? Get specific. Write it down:

- At what age do you want the option to stop working?
- What does your retirement look like — travel, family, a business?
- What do you want to leave for your children or family?
- What financial milestone would make you feel truly secure?

STEP 3

ACT: Take One Step This Week

Not ten steps. One step. The biggest mistake is trying to do everything at once — and then doing nothing:

- Book your Wealth Gap Analysis & Strategy Review
- One focused 45-minute session — your financial picture as one connected system

■ No jargon. No pressure. Complete clarity on where you are and what to do next.

■ You are one conversation away from having a real plan.

Abundance isn't a destination. It's a decision — made on a Tuesday, after a 12-hour shift, when you're tired but you choose to build anyway. You've already made that decision. Now let's take the next step together.

You've Already Done the Hardest Thing

Dear Healthcare Professional,

You chose this career knowing it would be hard. You walked into clinical rotations, passed boards, survived your first year, and kept going — through short staffing, pandemics, grief, and the particular kind of exhaustion that only people in this profession understand.

Building wealth requires far less physical endurance than what you do every shift. It requires the same qualities you already have: the willingness to assess honestly, the discipline to follow a plan, and the courage to believe you deserve more than financial survival.

The Abundant Life Group exists because I believe healthcare professionals should not have to choose between a career they love and a life they can afford. The same hands that save lives should be building legacies. Financial freedom is not a luxury — it is a right, and it is available to you.

Your next step is simple. Let's talk.

You've already done the hardest thing.

With you always,



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BOOK YOUR WEALTH GAP ANALYSIS & STRATEGY REVIEW

A focused 45-minute session — your health trajectory, asset structure, tax exposure, and legacy goals as one connected system. No jargon. No pressure. Just clarity.

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