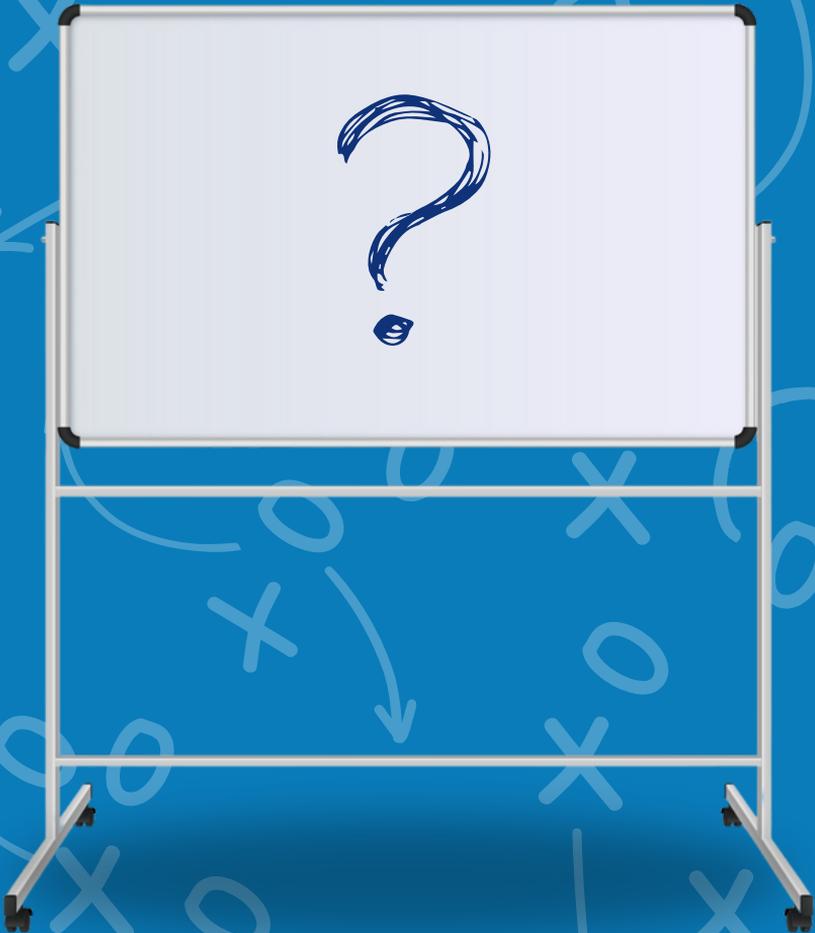


CAREER PLAYBOOK

Your definitive guide for choosing the
best employer the first time



First things first...

Choosing the right first job as a physical therapy student can be crucial because it can set the foundation for your entire career.

The first job can offer opportunities for:

GROWTH

MENTORSHIP

SKILL DEVELOPMENT

....things that can help you establish yourself as a competent and valuable practitioner. It can also give you a chance to find your niche within the field and decide what types of settings or patient populations you enjoy working with. *All good things...all good things...*



On the other hand, choosing the wrong job can lead to burnout, frustration, and a loss of passion for the profession.

Did you know that a majority of first-year physical therapists will leave their first job after the first year?

Changing jobs is stressful and time consuming, so take time to consider all the key factors before making your choice.

key factors coming at ya →

THE SIX KEY FACTORS

1

Work environment ← This can make a big difference

Do you prefer working in a hospital, outpatient clinic, or skilled nursing facility? What is the culture like at the facility, and will you feel comfortable and supported there?

Mentorship and growth opportunities

Does the facility offer mentorship and professional development opportunities to help you grow and advance your career?

2

3

Patient population

What types of patients will you be working with, and do you have an interest in their conditions or diagnoses?

Work-life balance like actual work-life balance

Will the job offer a reasonable work-life balance, or will you be expected to work long hours or weekends?

4

5

Compensation and benefits

Is the compensation and benefits package competitive with other facilities in the area, and does it meet your financial needs? Get that money honey...

Location

Podcasts are great and all, but nobody wants hours of commuting

Is the facility located in a place where you would enjoy living and working, and is it easily accessible?

6

But wait...
there's
more...



Okay but how do I determine if the employer's brand fits into my personal mission, vision and values?



Job seeker (you)



Your friends at Alliance

By finding a job that aligns with these factors, you will set yourself up for success and long-term job satisfaction.



Finding the employer who aligns with your personal mission, vision, and values means you need to truly know what they are.

Not sure? Haven't thought about it? Don't worry. We'll help you figure it out.



Step 1 - Identify your long-term career objectives

What type of physical therapy do I want to specialize in?

Do I want to work in a specific setting, such as sports medicine or pediatrics?

Am I interested in pursuing a leadership or management role in the future?

Knowing your career objectives can help you target job opportunities that align with your goals and aspirations.



Step 2 - Consider your desired patient population and setting

Do I enjoy working with children, elderly patients, or athletes?

Do I prefer working in a hospital, outpatient clinic, or rehabilitation center?

Understanding your preferences can help you narrow down your job search to opportunities that match your interests.

Don't worry, we're not done yet!



Step 3 - Determine your preferred work schedule & location



Are you a mountains or a beach person?

Do I want to work full-time or part-time?

Am I looking for a flexible schedule that allows me to work around other commitments?

Do I want to work in a particular geographic area or am I open to relocating for the right job opportunity?

Step 4 - Evaluate your financial goals and priorities



What are my salary expectations and do I have any financial obligations or debt to consider?

How much do benefits like health insurance, retirement plans, or paid time off matter to me?

Evaluating your financial goals and priorities can help you determine what compensation and benefits package you're looking for in a job.

See... that wasn't too bad.

👏 That's super helpful! I feel like I have a grasp on mission, vision, values stuff, but where should I find PT jobs?



You again



Us again

It's like you are reading my mind... There are a lot of employers to choose from. So you gotta do your homework.

With all the employers out there, wouldn't it be nice if there was some helpful advice to navigate all the options...

hint hint wink wink



The first step in finding a physical therapy job is to identify job opportunities in your area.



You can start by checking job boards

Like LinkedIn or Indeed



Or reach out to your network of PTs to see if they know of any job openings



You can also contact local physical therapy clinics, hospitals, and rehabilitation centers to inquire about job opportunities.



We partner with outpatient physical therapy practices across the nation. Check out our group of practices here:

Alliance Physical Therapy Partners 

Go ahead...give it a click



Now it's time to do some digging...



Research potential employers, including private practices, hospitals, and rehabilitation centers

Once you've identified potential job opportunities, it's important to research potential employers to ensure that they align with your career goals and values.

Definitely check this stuff out



You can check the company's website, read employee reviews on websites like Glassdoor or Indeed, and reach out to current or former employees to learn more about their experiences working for the company.

Curious what that looks like on a practical level?



Company culture can include things like the work environment, team dynamics, and the company's values and mission. *Not just the occasional pizza party...*



Employee benefits can include things like health insurance, retirement plans, and paid time off. *May not use it now, but could be super important later.*



Opportunities for career growth can include things like mentorship programs, continuing education, and opportunities for advancement within the company.

Now let's get you ready to ace the interview



Preparing for the interview

dun...

dun...

dun!!!

JK. We all know you got this.



Before going into a physical therapy interview, it's important to have an understanding of what to expect during the interview process.

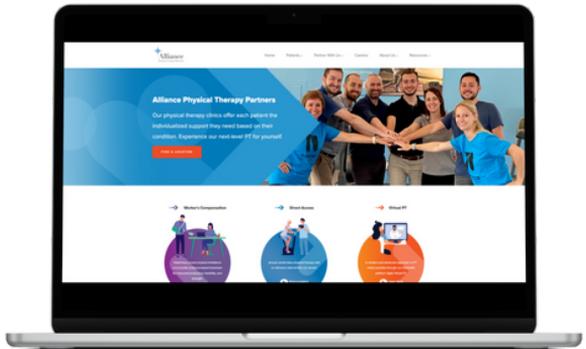


This can include...

- Types of questions that may be asked
- The length of the interview
- Any assessment or skills test required

Understanding the interview process can help you prepare and feel more confident going into the interview.

So really it comes down to researching potential interview questions and preparing responses...



Check out the employers website, social platforms, LinkedIn, all the goodies...



and knowing what questions to ask the employers during the interview.

definitely have some questions

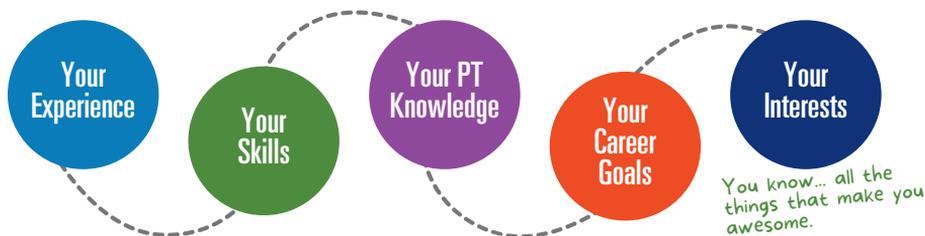
Keep reading for some helpful tips



Helpful tips to ace the interview

Researching potential interview questions and preparing responses

One of the best ways to prepare for a physical therapy interview is to research potential interview questions and prepare responses in advance. Common interview questions may include:



It's also important to prepare responses for behavioral interview questions, which ask you to describe specific situations and how you handled them.

Knowing what questions to ask the employer during the interview

It's important to ask the employer questions to show your interest in the company and to help you better understand the job opportunity. Some good questions are:



You got an offer! Congratulations!

We knew you would...I mean look at you. You're a rock star...



Now let's make sure it's the best offer for you. Here's what to lookout for:

1

Understand the components of a physical therapy job offer.

Base Salary

Bonuses or Incentives

Health Insurance & Other Benefits

Expected Work Schedule

Understanding these components can help you better evaluate the overall value of the job offer and determine whether it aligns with your goals and priorities.

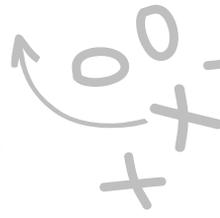


As a physical therapist, continuing education should be on your radar. What opportunities does the employer provide and what are their expectations for your continuing ed? For example, Alliance PTP employees have access to unlimited continuing education funding.

Not to toot our own horn but...

Evaluate the overall compensation package to determine its value.

2



In addition to understanding the individual components of the job offer, it's important to evaluate the overall compensation package to determine its value, and evaluate its competitiveness. This can include:



Cost of living in the area

What a lovely home you have :)

The potential for career growth & advancement



Look at you go!



The overall job market for PTs

And if it's not quite perfect...

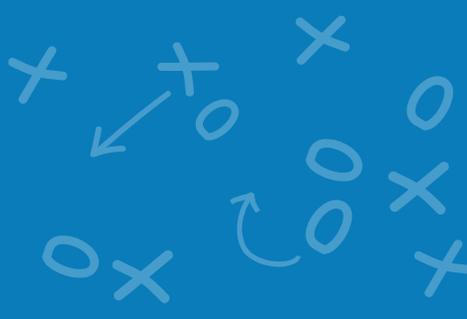
If you receive a physical therapy job offer that doesn't fully align with your goals and priorities, it may be possible to negotiate the terms of the offer — salary, benefits, or work schedule — to better meet your needs. It's important to approach negotiations professionally and to be prepared to back up your requests with research and data.



Now it's time to choose...but how?



It's time to make your decision!



We've come so far... I'm not crying...it's just allergy season

Now let's make the best choice

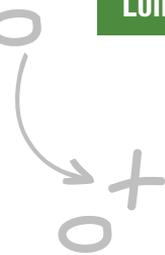
How to make sure it's the right choice: After evaluating job offers and considering factors such as...

Long-term career goals

Desired patient population

Preferred work schedule and location

Financial goals and priorities



...it's time to make a final decision on your first physical therapy job.

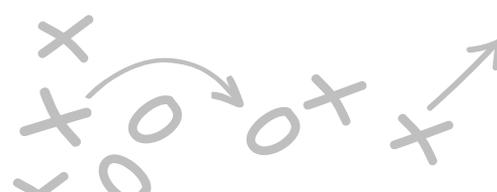
You got this!



There you are looking so studious again

This decision should be based on careful consideration of all of these factors, as well as your own personal values and priorities. It's important to remember that this decision will have a significant impact on your career, so take the time to make an informed decision.

Can we just take a minute to appreciate all the hard work you've done to get here?



Way to go!

But there's still more

Let's make your first day awesome!

Have a great day!
Make good choices!

Once you have accepted a physical therapy job offer, it's time to prepare for your first day on the job. This may include:



Familiarizing yourself
with the company
culture and values



Reviewing
patient files



Getting to know
your colleagues

It's important to approach your first day with a positive attitude and a willingness to learn and contribute to the team. Establishing yourself as a valuable team member can set you up for success in your new role and help you build strong professional relationships.

To infinity and beyond! or just day 2 and beyond.

As you begin your physical therapy career, it's important to set goals for your career growth and development.



Pursuing additional certifications
or advanced degrees

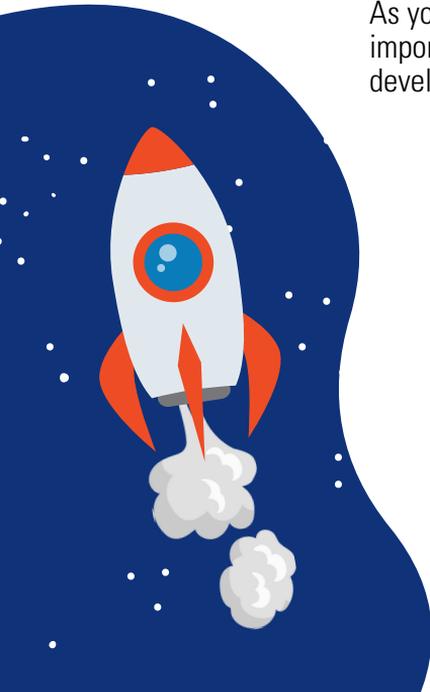


Building relationships with
mentors and colleagues

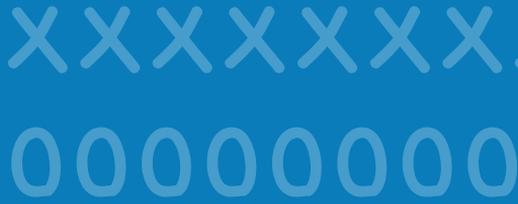


Taking on new and challenging
assignments

By setting goals and developing a plan for achieving them, you can stay motivated and focused on your long-term career objectives.



It sure seems like we are getting all these X's and O's sorted out



In conclusion, choosing the right employer is a crucial decision for physical therapy students as they begin their careers. *But you got this!*

By considering factors such as long-term career objectives, desired patient population and setting, work schedule and location, and financial goals and priorities, candidates can make an informed decision that aligns with their values and priorities.

It's also important to thoroughly research potential employers, understand the components of a job offer, and negotiate terms that align with your goals and priorities.

When it all comes down to it

The goal of pursuing a career in physical therapy is to find fulfillment in helping others and making a positive impact on people's lives.

With the right mindset and approach, physical therapy students can find a career path that aligns with their passions and provides a sense of purpose and fulfillment.



But, for real... we are rooting for you.

We wish you nothing but the best!

We are your #1 fan!

If you want to learn a little more about us...keep going 

A little bit about us...

Alliance Physical Therapy Partners (Alliance PTP) helps outpatient physical therapy practices across the US provide top-notch care to their patients. We partner up with these practices and offer support in areas such as marketing, staffing, and finance, so that the practices can focus on what they do best: helping people recover and return to their normal lives.

Alliance PTP is all about investing in the latest technology and training for their partner practices, so we can stay up to date with the latest treatments and therapies. We're really trying to make a positive impact in the healthcare industry and improve patient outcomes.

We are always looking for new teammates to join our national network of exceptional providers.

Join our talent pool

View open positions across country





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