

WHAT ARE YOU LOOKING FOR?

Compensation

- Pay off student debt
- Retirement Benefits, Pension
- Medical Benefits
- Opportunities for growth / CEUs

My Dream Job!

- Make an impact + Philanthropic purpose
- Perfect Practice Setting
- Fits the culture I'm looking for
- Opportunities for growth / CEUs

Fits My Lifestyle

- Flexible work hours
- Commute
- Location, location, location!
- Paid Time Off

Company Culture

- Mentorship + learning opportunities
- Inclusive work setting
- Team oriented approach
- Innovative
- Value Driven
- Opportunities for growth / CEUs

Drive my Career Forward

- Opportunities for Professional Growth
- Support + Supervision in area of interest
 - Entrepreneurship
 - Business growth
- Working with a specific diagnostic group
- Career Advancement Opportunities
- Opportunities for growth / CEUs

WE WANT TO HEAR FROM YOU!



WHAT'S YOUR WHY?



- Self-reflection
 - Identifying strengths
 - Recognizing barriers
 - Developing ideas for goals
- Developing Professional Goals
 - SMART goal
 - How are you going to meet your goal?
 - Monitoring goal progress
- Accountability
 - Formal
 - Informal

WHAT IS A MISSION STATEMENT?

Personal or Professional Mission Statement

- 1 to 2 sentence motto
- Defines a person or a team, a reason to "be"
- Identifies purpose
- Presents why something is important

"Not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style"

- Maya Angelou

"To Make People Happy"

- Walt Disney

DO THE MISSION STATEMENTS MATCH?



CREATE YOUR PROFESSIONAL MISSION STATEMENT

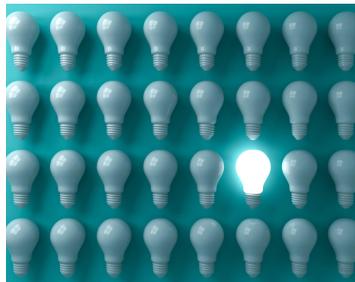
“Helping children live their life to its fullest within their families and communities through evidence-based Occupational Therapy services”

What's Your Why: Make a Professional Mission Statement



How often do you consider your professional goals?

- Not since applying to grad school
- At Graduation
- Every 6 months
- Every year



PROFESSIONAL GOALS: MAKE IT SMART!



- How will you monitor goal progress?
- How are you going to meet your goal?
- Does the company encourage setting professional goals?
- What is the annual review process at the company?

SMART GOAL LAB

Create 1 to 3 SMART Goals

Example:

- By 11/10/2024 I will demonstrate proficiency in administering and interpreting 3 new pediatric assessments

Example:

- By January 2024 I will complete a one page resume highlighting my skills to work in a skilled nursing facility

Example:

- By May 15, 2024 I will research 5 potential employers and submit my resume to 3 out of 5



RESUME PRO-TIPS

- Keep it short and direct
- Include most recent experience first
- Put the best information above the fold
- Keep it to one page
- Open with an insightful profile of yourself
- Highlight relevant skills you've mastered

Jane Doe

Details
jdoe@mount.com

Skills
Physical Education
Physical Rehabilitation
Treatment Plans
Excellent Communication

Profile

Dedicated and experienced Physical Therapist with over six years of experience evaluating and effectively managing the treatment of patients. Proven track record of accurately assessing the needs of patients and creating appropriate treatment plans to best address their needs. Experience helping patients with physical injuries manage pain and improve their range of movement and rehabilitation. Adapt at identifying the cause of trauma and designing safe and effective physical therapy treatment plans.

Employment History

Physical Therapist, Care Mount Medical Center, Poughkeepsie

- Provided thorough evaluations of patients prior to designing an appropriate and effective treatment plan.
- Used expertise to determine cause of trauma and proceed with planning.
- Performed a thorough examination of patient's health records prior to treatment.
- Collaborated with other medical personnel to provide the best care possible.
- Maintained accurate and organized patient documentation.

Physical Therapist, Sinai Rehabilitation Center, White Plains

- Assessed the needs of patients and designed effective and advanced treatment plans for their recovery.
- Continually exceeded expectations on performance records.
- Achieved patient satisfaction and a record of rehabilitated patients.
- Recognized for excellent patient care and a commitment to the health, safety, and happiness of my patients.

Education

Master of Physical Therapy, Marist College, Poughkeepsie

- Graduated at the top of my class.

Bachelor of Biology, St. Joseph's University, Villanova

- Graduated summer care track.

Internships

Physical Therapist Intern, Mount Sinai Rehabilitation Center, White Plains

- Assisted with patient care needs under the guidance of a Physical Therapist.

References

Dr. Kenneth Bond from Mount Sinai Rehabilitation Center

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Dr. Leandra Wilkins from Care Mount Medical Center

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DUE DILIGENCE

- Market Research
- Career Center
- Salary.com
- Job postings
- Indeed, Glassdoor, Comparably, CareerBliss
- Social Media
- Reviews
- O*NET / BLS
- Grass Roots
- Interviewing + comparing offers
- Company Culture
- Research Company
- Website + Employer Brand
- Lean on Networks:
 - Interview peers
- Job Shadow Opportunity
- Slow-paced or quick-paced
- Competitive or collaborative
- Mission / Purpose Driven

*2023 CA job postings require hourly rate

INTERVIEWING

- Interviewing for a job is often filled with anxiety and fear but it doesn't have to be that way
- There are things we can do to prepare and become more self-confident and relaxed
- Being prepared is the best way to reduce anxiety and ensure a successful job interview



TYPES OF INTERVIEWS

Phone Interview

- Used to determine if applicant has the right qualifications and interest in position
- Assess communication skills
- Helps to fill-in information about applicant not found on resume

Behavioral Interview

- Interested in past behaviors "Describe a time that required clinical reasoning, problem-solving skills, adaptability, conflict resolution, leadership, etc.
- Be prepared to have stories to demonstrate

Panel Interview

- Several interviewers present
 - Important to maintain eye contact when answering questions with person who asked question
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PREPARING FOR THE INTERVIEW

Resume: is it up to date?

Who will be in the interview?

Bring a pen, paper, + take notes

Practice answers to common questions

Do your Research!

INTERVIEW DO'S AND DON'TS

- | | |
|---|--|
| ✓ Be on time | ∅ Be late! |
| ✓ Come prepared having done your research | ∅ Arrive unprepared |
| ✓ Prepare questions to ask interviewer | ∅ Chew Gum/eat candy |
| ✓ Create a great first impression | ∅ Check your phone/text |
| ✓ Bump elbows/firmly shake hands | ∅ Misrepresent your skills/experience |
| ✓ Be positive and honest | ∅ Speak over the interviewer |
| ✓ Maintain eye contact | ∅ Discuss personal issues |
| ✓ Be aware of body language | ∅ Criticize current/previous employers |
| ✓ Be a good listener | ∅ Slouch |
| ✓ Discuss ways you can contribute | ∅ Dress inappropriately |
| ✓ Emphasize your strengths | ∅ Don't assume it isn't an interview |
| ✓ Be authentic! | ∅ Discuss other opportunities |
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POST-INTERVIEW COMMUNICATION

is just as important as the interview

Ask for next steps

Express appreciation for their time

Write down something you want to remember that was said during interview

Send a thank you note to the hiring manager/ recruiter

Assess your interview performance

Connect on social media

Contact your references

FROM INTERVIEW TO EMPLOYMENT OFFER

Practice

- Role Play Negotiating
- Remember: The therapy world is small

Questions

- What does supervision look like?
- What is the team structure?
- Are there opportunities for continuing education?
- Is there a formal mentorship program?

Follow-Up

- Send a Thank You to the interviewers for their time
- Express your interest in the position in your letter
- Let them know as soon as possible if it's not a great fit



NEGOTIATING CAN BE SCARY; PREPARING HELPS

Poll:



Negotiating Salary

- Share your excitement + commitment to the mission
- Use data to back up your request
- Consider other areas of negotiation, not just salary
- Be prepared for no

Are you comfortable negotiating salary?

UNDERSTAND THE MARKET

+ Know Your Value

Each industry will have distinct constraints regarding rates, salary, + benefits

- Understanding these differences prepares you to understand the market and negotiate accordingly
- Advocacy is important, and understanding each market's funding and structure is equally important

Salary can be negotiated in some markets more than others

- Understanding salary structures

Other benefits

- Bonuses (sign-on/retention)
- Student loan forgiveness
- Continuing education
- PTO
- Certification track
- Leadership or professional growth opportunities

UNDERSTANDING EMPLOYMENT OFFERS

Identifying negotiating strategies for salary + benefits

- Is this the right fit?
 - Is this a position I can see myself in?
- How important is support?
 - Mentorship
 - What are my career goals?
 - What do I want from this position?
- Consider salary + other benefits
- Balancing multiple offers
 - How to negotiate 2 or more offers
 - What benefits are negotiable?

Negotiation Opportunities

Compensation

Benefits

Professional Development



QUESTIONS



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