



# The CPT Recruiter

*Our mission: CPT will be the leader in rehabilitation services by focusing on learning, teaching, research, outcome studies and patient focused care involving all employees at all levels. We will foster a professional, ethical and legal environment for the practice of physical, occupational, speech and respiratory therapies, while promoting these professions as an essential component of health care.*

## The CPT Difference

So what is it that makes CPT stand out from the rest? We listen. We listen to our employees, our agencies and our patients.

For the last four years, CPT has conducted annual employee opinion surveys, which were sent to a third party to be read, tallied and summarized. The feedback has been used to make changes to not only help our employees function more efficiently, but to make them happier! Systems were changed, programs were implemented, and raises were given. Several examples include increased vacation time and an increase in the employer paid portion of health insurance.

This helped our employees not only enjoy their working environments and make their time more productive, but gave them a sense of empowerment as they felt they had spoken and were

heard.

Regular meetings with our agency partners helps us to stay on top of concerns that may arise, and implementing the newest technology available helps the whole process of treating patients run more and more smoothly. By sharing ideas, we create synergy for a better end product.



We have implemented several programs to ensure patient satisfaction in the past few years, including direct contact to determine patients' view of the care they received, and the outcome of their experience with our em-

ployees. This is done via post discharge telephone survey. In addition, our therapists are provided with updated education so that they are able to implement new techniques.

We offer several seminars every year, which are paid for by CPT. Our therapists are even paid for their time to attend!

We want our employees to be the best they can be, so they can treat patients using evidence-based practices.

Our managers also hold weekly meetings to discuss current issues, strategies and plans. We feel that communication is key, so our management team is very accessible to each and every employee.

We want you on our team. Come experience the CPT difference! Contact Rosy or Heather in our Human Resources Department.

## How to Write a Resume That Gets Interviews

Your Resume. It's been said that your resume has approximately 5 seconds to make an impression. 5 seconds! Whether you're a new grad or just looking for a change, you need to make sure your resume reflects who you are in an effective, positive manner. Here are some things to consider:

Does your resume have an objective or summary statement?

How did you figure out which keywords to add to your resume?

Does your resume relay the significance of your accomplishments?

Have you included personal information such as age, marital status and hobbies?

Do you state your reasons for leaving each employer? Do you use the personal pronouns "I", "me" and "my" in your resume?

I wrote about what I'm look-

ing for in an employer and job, including excellent benefits, flextime, salary and bonuses. I focused on my interest in finding a future-oriented company with potential for growth and employee advancement. I wrote that I'm looking for an employer who will benefit



from my job performance and reiterated my value proposition.

Does your resume have typos or other errors?

How successful is your resume in generating interviews?

Past performance is often an

indicator of future performance. Explain how you made a past employer money, saved them money, or improved a process. Think about instances where you went above and beyond the call of duty. Look at past performance reviews to refresh your memory. Employers want the best employees, and your resume should reflect your value.

Simply put, a resume is an advertisement that makes the reader act. And if your resume is well-written, the reader should want to interview you. Recruiters want resumes that are easy to understand, especially when it comes

to the skills needed to perform the job and employment history. Your resume should show how you can benefit your employer—not just list your features and skills. Remember, selling yourself is up to you!

## An Interview with One of Our Therapists

*An Interview with  
Rahman Khan, PTA  
Des Plaines*

**I understand that your mother worked for us a few years ago. What aspects of her experience with Community Physical Therapy**

**caused you to seek us out?**

*In my mother's experience Community Physical Therapy was a stable and growing*

*company that offered her the opportunity to work with professional and caring co-workers and the flexibility to work in facilities and home health.*

**Why was Community Physical Therapy the right place for you after receiv-**

**ing your degree?**

*I understood Community Physical Therapy to be a well established company where I could grow professionally.*

**In what ways does Community Physical Therapy**

**fulfill your needs and fit into your lifestyle/career as a therapist?**

*It allows me to be independent in my work under the supervision of competent people in a friendly environment.*

**Community Physical Ther-**

**apy offers a variety of incentives for its employees. What incentives did you find most alluring that helped you make the decision to come and work with us?**

*Their interest in your continued education and professional growth and their desire to help you with it.*

**Would you recommend Community Physical Therapy to other therapists? Why?**

*Yes, absolutely. Because Community Physical Therapy offers various types of services and settings, such as skilled nursing facilities, out patient rehab and home health, providing the therapist with opportunities to grow in different areas of our profession in all different settings.*



*Who is CPT?*

Community Physical Therapy & Associates is a therapist owned practice, founded in 1986 by Bob Tripicchio, PT, DSc. CPT was devoted exclusively to the delivery of home care services until 1996 when we expanded to include an on-site, Medicare certified out patient clinic and a skilled nursing facility division. CPT has remained a practice which creates value for patients, payers and employees by creating new approaches to healthcare delivery which are based upon current knowledge and past experience. Currently, we employ a staff of over 350 therapists and 20 office support personnel to over 30 different home care agencies and 20 different SNFs. We would love to talk to you! To find out what we can do for you, please contact Rosy or Heather in the Human Resources Department.

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