



# 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.

The last two 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.

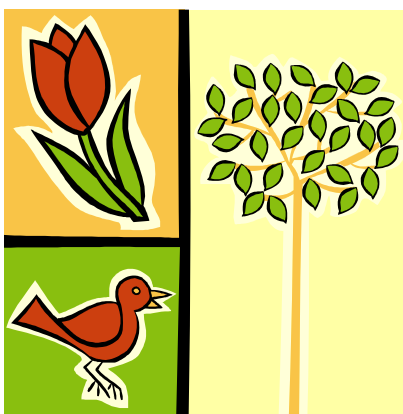
We have implemented several programs to ensure patient satisfaction in the past few years, including direct contact to determine patients' view of the care they received, and the outcome of their experience with our

employees. 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 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.



## Interview Questions



Well, it's that time again. Time to sharpen your interviewing skills. It can be daunting, but with the proper preparation, you'll do well! Here are some common interviewing questions you'll be likely to be asked, and some you should ask the interviewer.

### Questions you may be asked during an interview:

#### **Why should we hire you?**

Make sure to summarize your experiences: "With five years' experience working in the Homecare field and receiving great reviews from both my patients and my employer, I'm confident I would make a great addition to your team."

#### **What can you do for us that other candidates can't?**

What makes you unique? This is your chance to talk about your past experiences, skills and positive traits.

#### **What are your goals?**

Sometimes it's best to limit your response to short-term and immediate goals, rather than the distant future.

#### **Why are you leaving your current job?**

Focus on what you want in your next job: "After two years, I made the decision to look for a company that is more team-focused, where I can add my experience."

#### **Why do you want to work for us?**

The interviewer is trying to find out whether you've given this some thought, and not just sending out resumes because there is an opening.

### Questions to ask during an interview:

#### **What would you like done differently by the next person who fills this position?**

This shows you're willing to conform to the needs of the company.

#### **What advancement opportunities are available for the person who is successful in this position, and within what time frame?**

This shows you strive for self-improvement and are looking to grow within the company.

#### **How is one evaluated in this position?**

This will give you an idea of how the company functions.

#### **In what ways is a career with your company better than one with your competitors?**



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## What Do Our Employees Think?

An interview with  
William Deets, PT

***How long were you at your previous job?***

About 9 1/2 years.

***What was your title?***

Physical Therapist.

***What did you do?***

Home Physical Therapy.

***Why did you choose Community Physical Therapy (CPT)?***

My previous employer couldn't give me enough work for full time. I also heard excellent things about CPT, and it seemed to be one of the best em-

ployers around.

***What do you like about working for us / Why is CPT a good place to work?***

Besides a better wage, there is professional

support. I don't feel like I'm out there alone on a limb. Also, the office support is excellent.

***What is the best part of your job?***

I've always enjoyed home health: Every case is in a different setting, and I don't have to go to the same clinic or hospital day in and day out, year after year. I like the challenge of practicing physical therapy in the patient's environment. I also like the control over my own schedule and my own day.



“Physical therapy, for many people, is the ultimate time machine. In a very real sense, physical therapists (PTs) and physical therapist assistants (PTAs) help transport patients and clients back to the "good old days." Maybe not back to the days of their youth, but back to more-recent, happier times when they were more mobile and perhaps in some ways more alive.”



## Interviewing Questions—Continued

*(Continued from page 2)*

This will prompt them to highlight the perks of the position.

### **Does your company encourage further education?**

An important question in fields such as healthcare, where continuing education

is mandatory. This could make a big difference in your selection if you are interviewing with several different companies.

### *Who is CPT?*

Community Physical Therapy & Associates is a therapist owned practice, founded in 1986 by Bob Tripicchio, PT, MS. 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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