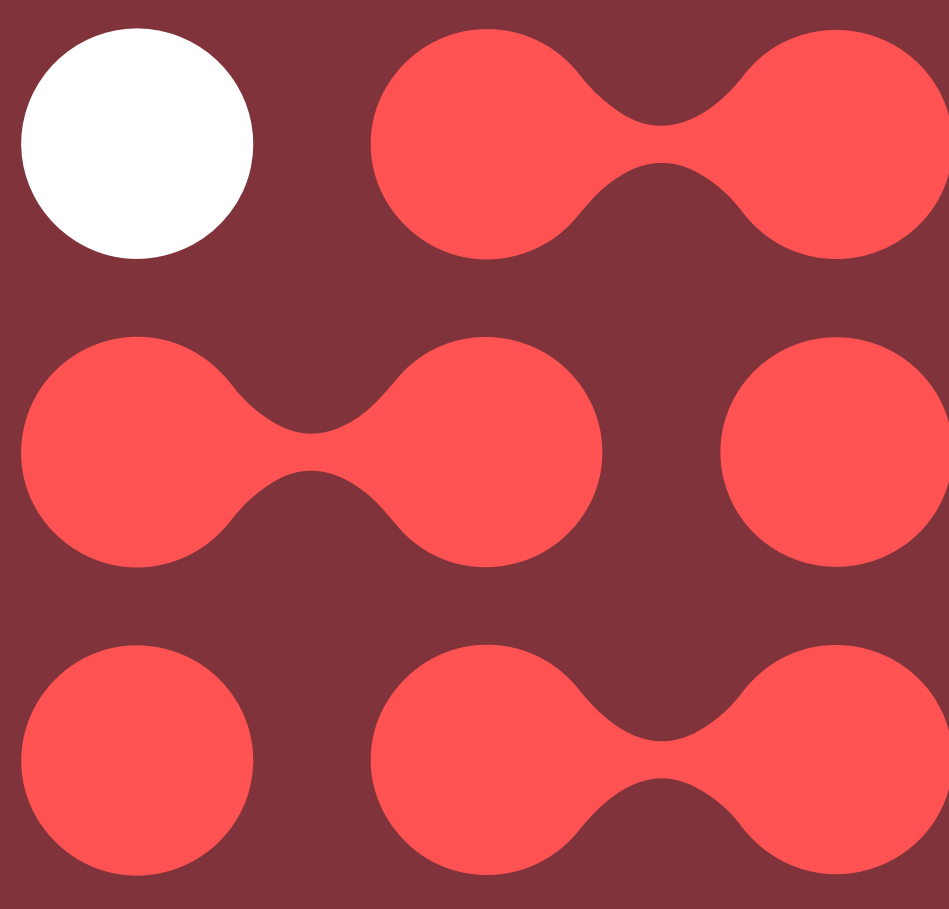




What to look for in your next role

Not every clinic is built the same. The best ones invest in modern technology, thoughtful scheduling prioritizing quality care, flexible care models, and career paths for their clinicians.

Use this guide when evaluating a role, preparing for an interview, or deciding whether to stay where you are. The right clinic will have clear, confident answers. How they respond tells you as much as what they say.



Documentation and technology

Modern practices invest in technology that protects your time and makes documentation a manageable part of the job, not something that follows you home.

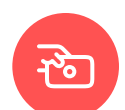
- **What EMR do you use, and how long does a typical note take?** You want modern, purpose-built rehab therapy software, not a clunky legacy system that fights you on every click or feels retrofitted for your specialty
- **Do clinicians finish documentation during working hours?** "Yes, during the workday" is the answer you are looking for. Notes that routinely carry into evenings or weekends are a sign of deeper workflow problems.
- **Do you use any AI or documentation support tools?** Clinics investing in tools like AI-assisted notes are signaling they take clinician time seriously.
- **Do your clinicians rate your AI tools highly?** AI alone doesn't reduce workload, but clinicians who rate their AI tools the highest document less outside of work hours.
- **How much admin time is built into the schedule?** Protected, paid time for documentation and follow-up is a green flag.



Caseload and sustainability

Forward-thinking clinics think about caseload structurally, not just numerically. The number matters, but so does everything built around it.

- **What is the typical daily caseload for someone in this role?** Look for a realistic number, and ask how it compares across the team.
- **How are double-bookings and overlapping appointments handled, and what support is available when they happen?** Clinics with strong systems can point to specific staffing or scheduling support.
- **Is there a ramp-up period for a new hire?** Strong clinics ease you in rather than handing you a full panel on day one.
- **What is the no-show and cancellation rate, and how does it affect me?** This matters a lot if any part of your pay is productivity-based.
- **How does the clinic handle cancellations and no-shows without overbooking clinicians?** A sustainable clinic can explain how it manages waitlists and schedule gaps, instead of relying on double-booking to hit volume targets.
- **What is the physical setup for high-demand work?** Ask about lift equipment, aide support for transfers, and ergonomic workstations.
- **What administrative tasks are clinicians responsible for outside of patient care and documentation?** The best clinics protect clinician time by making sure tasks like benefits verification, authorizations, scheduling changes, billing issues, and patient follow-up are supported by the quality technology and team members instead of becoming invisible extra work for providers.



Compensation and transparency

A transparent clinic is upfront about money. You shouldn't have to decode the offer.

- **How is compensation structured, and what does it reward?** Rehab therapy practices are increasingly moving beyond flat salaries. New models give clinicians more flexibility and earning potential. They include performance-based pay, incentive plans, and hybrid structures that combine base salary with variable components tied to outcomes or productivity. Understanding the model helps you evaluate not just what you'll earn, but how your work is valued and your ceiling.
- **What does the full benefits package include?** Look for PTO, health coverage, retirement, licensure, and continuing education budget.
- **Is there a non-compete or non-solicitation clause?** Know what you would be agreeing to and how far it reaches.
- **What is the path and timeline for raises?** A clinic that invests in you can tell you how compensation grows over time and if it is determined by your performance not just your productivity.
- **Do clinicians have visibility into their own performance and earnings on an ongoing basis, not just at review time?** Forward-thinking clinics give you insight into how your daily work connects to your pay, and some offer flexibility to adjust your comp plan as your goals evolve.



Growth, mentorship, and autonomy

The difference between a job and a career is what happens after year one.

- **What mentorship or clinical support is available?** This is especially important if you want to deepen your skills or move into a specialty.
- **What does career growth look like here?** Look for real paths: senior clinician, lead, clinic director, partnership, or ownership. Do they support and reward advanced certifications?
- **What does a typical schedule look like, and what flexibility exists?** Ask whether the clinic offers split schedules, morning or evening options, and how schedule changes are handled. The specifics tell you a lot about how much say you'll actually have in your day.
- **How are decisions made, and how is clinician feedback handled?** This tells you whether you'll be heard or just managed.



Culture and the things a job post won't tell you

- **What is the company's mission and values, and how do they show up day to day?** Ask a clinician on the team how they would describe the culture in their own words. The answer should feel consistent with what leadership says.
- **What do current clinicians say is the main reason they chose this clinic, and what would make them choose it again?** This gives you a more honest picture than any job description.
- **Can I talk to a clinician currently on the team?** A confident clinic will happily connect you.
- **What does a genuinely good day look like here, and a hard one?** How they answer reveals how honest and self-aware the leadership is.



Flexible care models: telehealth and remote monitoring

Flexible care models expand patient access, support better outcomes between sessions, and give clinicians more variety in how they work, including physical relief on high-volume days. Telehealth and Remote Therapeutic Monitoring (RTM) are increasingly standard in forward-thinking practices.

- **How is telehealth incorporated into patient care?** Follow-up visits, home exercise program reviews, and caregiver training are common starting points. Ask how often therapists use telehealth and whether it's a meaningful part of the clinic's care model or simply a capability they offer.
- **What is your telehealth technology like?** Clunky platforms add frustration, not relief. Ask what system they use and whether clinicians chose it or inherited it.
- **Do you offer Remote Therapeutic Monitoring (RTM) to your patients?** If so, is managing RTM built into scheduled time or treated as an add on? RTM done well keeps patients engaged between sessions and, depending on your pay structure, can add to your earnings.

Quick gut check:

The right clinic will make you feel like a candidate worth investing in. If the conversation is all about their needs and never about yours, that is useful information, too.

Looking for your next role?

Prompt Career Connection matches clinicians with tech-forward clinics across the country, for roles available now and those opening over time. Share your preferences once and Prompt will reach out when the right fit comes up. No job board scrolling required.

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