

7 Tips to be a Better Manager in your Physical Therapy Practice

Be passionate. If you're passionate about being a physical therapist, show it! Your staff and your patients will notice and your enthusiasm will rub off on them.

If you're feeling a bit burned out some days, it may be helpful to write down what you love about your job and keep it in the forefront of your mind on those tough days. Or perhaps it's time for a vacation! Either way—you got into private practice physical therapy because you love to help people heal, that's something to be passionate about!

Communicate more with individual employees. Communication is the key to managing and engaging with your team. Team meetings are great, but it's not always enough. Make sure you touch base individually with each employee so they know they have an open line of communication with you. You can have one-on-one meetings once a month or perhaps just make an effort to chat with each employee on a daily basis.

If you keep those lines of communication open, you'll be able to better coach, direct and encourage your employees. Your employees will also feel more comfortable about coming to you with any issues or concerns they may have at work.

Be clear about accountability. By communicating often and effectively with your employees as mentioned above, you can also set the stage for accountability. It's important that your employees know exactly what is expected of them at all times and that they will be held accountable for their responsibilities.

You can be the model for accountability. If your team can depend on you to get things done, they will follow in your footsteps.

Resolve conflicts. One of the toughest things about managing people is resolving conflicts. Conflicts will arise at some point or another, and often they can linger for months at a time if not appropriately handled.

If any of your team members are experiencing a conflict, it's important you address it immediately in a calm, respectful manner. Listen to both sides of the conflict and determine the solution for is best for the team members and your practice as a whole. Do not let conflicts go unanswered because it could result in your patients suffering from the tension among your staff, and you could even lose some of your best employees.

Increase your organizational skills. In order to run an efficient business, you must keep yourself organized. By putting schedules, reminders and organizational systems in place for yourself (and your team), you will be able to get more work done and lessen the risk of making mistakes.

Everyone is different when it comes to staying organized. Find what works best for you and allows you to work efficiently and [increase productivity](#).

Learn as you go. There is never a time when it's okay to stop learning. You should both continue your clinical education, and your business education. You may be an expert in the musculoskeletal system, but you're likely not an expert in business. You can learn about billing, insurance negotiation, branding, leadership and so much more by taking online courses or reading the thousands of books out there on these subjects. You can also learn about all these topics and more by watching [this free webinar](#).

Share responsibilities. Delegation is so important for your success and the success of your whole practice. You can't be expected to do it all, and you have a team of people supporting you. Your team will feel much more empowered and engaged if you allow them to take on some of your responsibilities.

Your employees may have skills in writing, billing or social media—use that to your advantage. Trust them to take the wheel, and with your training and guidance, your team will be able to take on these responsibilities and free you up to focus on management or any of the other things you've been trying to get around to.

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