

Ideal Clinician Worksheet

Before you start interviewing, make sure you know what you are looking for. Use this worksheet to help you figure out exactly what you are looking for when it comes to your next clinician.

Experience

What are the licensing requirements (intern, provisionally licensed, fully licensed, fully licensed + XX years)?

Specialty or Niche

What is their specialty or niche(s)?

What does your community need?

Logistics

Do you want them to work specific days of the week (ex. Mondays + Saturdays)?

Do you want them to work specific time frames (ex. 3pm-9pm)?

Do you want them to work a certain amount of days per week (like at least 2 days per week)?

Do you want them to commit to a minimum amount of clinical hours (ex. 15+ hours/week)?

IC/W2

Are you hiring independent contractors or employees?

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Marketing

Will you require your therapist to market themselves?

If yes, how often (weekly, monthly, quarterly, yearly)?

If yes, what constitutes marketing (presentations, networking, emails, calls, mailing materials, etc)?

If yes, are there certain places you will require them to market?

Personality + Characteristics

What characteristics are you looking for in your therapist (ie. independent, collaborative, strong social justice engagement, good teamwork skills, calm, direct, etc.)?

Other needs

Will you require your clinician to run groups, workshops, presentations, retreats or any other service?

Other expectations

Are there other nonclinical things you will require of your clinician (ex. doing their own scheduling, attending monthly meetings, doing their own billing, marketing, etc)?