From a friend who is a lead occupational therapist assistant (CTOA)

We can use this or the previous one I sent you from a social worker.

So u have 2 options to choose for the 479 assignment.

1. Describe the role and profession that you work in at this organization.

    As a lead Certified Occupational Therapist Assistant (COTA) at Select Rehabilitation, I am responsible for implementing programs developed by the Evaluating Registered Occupational Therapist with all local, state, and federal regulations. Also, as the lead COTA, I am responsible for ensuring that other therapy assistants are implementing programs as well.

2. Describe your responsibilities and the culture of the organization.

    As a clinician, my responsibilities include working directly with the Evaluating Registered Occupational Therapist to support patients well-being, rehabilitation, and recovery. I also help patients with physical, mental, and social limitations to improve their quality of life and independence. As a lead clinician, my responsibilities include coordinate and supervise the activities of other therapy assistants engaged in providing therapy services to patients and organize and assign duties and tasks to the therapy team.

The culture of Select Rehabilitation organization includes providing comprehensive physical, occupational, and speech therapy services in a variety of clinical settings throughout 35 states in the United States. Our organization's overall commitment to excellence is reflected in the high standards we set for ourselves. Select Rehabilitation is committed to providing professional and caring rehabilitative services to improve patient's ability to function, restore their quality of life, and maintain high standards of customer service.

3. Describe your leadership style and provide an example.

   My leadership style is more democratic. I include other therapy assistants in decision making during changes that may occur in our department. I welcome opinions and ideas that other clinicians bring to the table. For ex) during the holidays, there were a few therapists attempting to request all of the holidays off. Others felt that was unfair. We all agreed on a holiday rotation schedule so that it will be fair to everyone. One of the therapists suggested that we utilize a team A and B system that is utilized in hospital settings. Each therapist pulled either letter A or B out of the bag and that would be their team.  Team A would work three holidays and Team B would work the other three. For ex) Team A would work Christmas and have New Years Day off and Team B

would be off on Christmas and work New Years Day. It worked out well so far.

4. What has been your education and experience prior to this healthcare role?

   Overall, I have been in healthcare for 22 years working various entry level positions in healthcare organizations. In 2008, I completed the 2 year  Occupational Therapy Assistant program at Wayne County Community College and have worked in the rehab industry for 10 years.

5.What has been your biggest challenge in this healthcare role?

  My biggest challenge was making the transition into a lead therapy assistant. Many seasoned therapists felt that they did not have to respect me as their lead because I have been a therapist 10 years whereas they have been in the field for 25+ years.

6. What has been your greatest achievement in this healthcare role?

  My greatest achievement is finally applying what I have learned in the Master of Arts in Healthcare Leadership program to my role despite it being an entry level lead role that can eventually lead to a director role in the future. Another great achievement is giving pointers and ideas to the rehab director and our regional director.

7. What suggestion or suggestions go you have for improving healthcare collaboration between healthcare professions?

  For starters, self-awareness is the first step in improving collaboration. One must understand their own strengths and weaknesses. Second, create a safe environment to share information with other healthcare professionals due to HIPAA privacy.