



## Your Employment Questions





Kelowna Clinic

# Our Philosophy



Creative Therapy Consultants (CTC) is a team of talented people working hard each day to improve the quality of life for our Clients.



The growth of CTC is designed to support the professional and personal growth of our people.



We believe a happy, healthy workforce is essential to ensuring our clients get the best care possible.



# Our Culture

We, at Creative Therapy Consultants, are an energetic group of people striving to be the best Rehabilitation Team possible. We are passionate about engaging in our communities, expanding our knowledge and supporting the career goals of our team members.



**Lifelong  
Learning**



**Mentorship**



**Flexible  
Hours**



**Clinical  
Support**



**Supportive  
Team**



**Respect**

---

## Diversity & Inclusivity

To continue delivering the highest caliber of services, we need a workforce that is representative of our clientele. Therefore, we encourage any person with a disability or who requires workplace accommodations to apply. In our effort to foster a non-discriminatory workplace, Creative Therapy Consultants ensures our hiring process is fair and accessible by providing accommodations to those with disabilities during the interview process and throughout their career with us.

At Creative Therapy Consultants, we also understand the importance of having an age-diverse workforce. We celebrate the different strengths and perspectives that each team member brings - from young professionals to more experienced employees.



# Team Member Benefits



## Paid on-demand counselling

We believe we cannot provide mental health care to others unless we take care of ourselves first.



## We support regular paid education

To provide the best care you need the best training.



## We run in-house yoga and bootcamps

Supporting physical health benefits employees in many ways.



## Our employee benefits package includes Long Term Disability, Dental and Critical Illness, without any worker contributions

If one of our team needs help, we want to provide it.



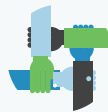
## We build personal and professional development plans for our team members and we help them implement the plan

Our people are our greatest resource, and we want them to achieve their dreams.



## Paid "Fee-Only" financial advice

We want people to work for CTC because they love it, not because they are financially obliged to.



## We have team days and all-company retreats

We believe a good team and culture requires constant work by all of us.





Kamloops Clinic



## Shannon Litam

Occupational Therapist

### How did you hear about CTC?

I was in the final term of the MOT program, and CTC had participated in a virtual career fair for our class. I remember watching the promo video and thinking about how fun it looked to work there.

I was able to speak with a Creative OT to hear more about what it was like to work with the company and got all my questions answered including mentorship, OT work in private practice, and more. When I learned more about the company through their website, I noticed that many of the company values were aligned with my personal values so it seemed like a great fit!

## What was your interview process like?

What I loved most about the interview process was how comfortable I felt, as the first part of the interview was focused on getting to know who I was personally, before transitioning to more professional or practice-based questions, which helped to ease the nerves. CTC also provided opportunities to speak with an OT in the company as well as a new grad OT to be able to chat and ask them general questions about the company and the type of OT work. CTC was always open and available to answering any questions I had to ensure that it would be a good fit for me as well.

## Did you relocate for the job? What were the good parts and challenges of this?

I relocated from Vancouver to Kelowna after graduating the MOT program to work as an OT with Creative. Moving cities is always a stressful and challenging time; however, CTC was very supportive throughout this process and had provided me with relocation assistance funds to assist with additional moving costs incurred. Transitioning to living in Kelowna was relatively easy given the beautiful weather, endless outdoor opportunities, and the friendly and supportive team at CTC.

## Looking back now, what advice would you give yourself for starting a new job?

Enjoy the process, be curious and don't worry too much about remembering everything. There is a lot of information provided when first starting private practice which can be overwhelming; however, there are OT mentors who will support you step-by-step and who are always available to help as needed.

## As new graduates, what were the challenges you faced and what support did you have that helped you?

As a new graduate working in private practice, there were many challenges including learning about various systems/funders, learning how to manage your own schedule and caseload, learning a new charting/documentation system, and just being able to grasp how to be an OT in private practice and applying the skills learned from the program. The mentorship support at CTC has been pivotal in my transition into OT private practice.

**I have had countless OT mentors at CTC who have been so supportive and readily available to answer any professional or practice questions I have.**

Other supports include weekly mentor meetings to review and discuss my caseload, support with applying professional skills into OT practice, access to continuing education and resources, and access to other OTs at CTC who are always happy to help.

## What advice do you have for other new graduates or people looking to change their career path?

I would encourage new grads and OTs to give it a try. Sometimes the messaging of private practice is that you either 'sink or swim'; However, there are plenty of supports and mentorship available to you at CTC.

## What do you love most about your job?

I love the flexibility of the job and being able to manage your own schedule. I love being able to work in the community and how every day of work can be vastly different than the next. I love how CTC truly values work-life balance and encourages their employees to pursue other personal goals outside of work. I also love how supportive the company is and the many fun social events are always a bonus!



## Emily Lowry

Occupational Therapist

### How did you hear about CTC?

I heard about CTC simply by researching private OT companies in the area. I believe I first saw a job posting on Indeed.

### What was your interview process like?

I tell everyone the interview process was quite unique and made me more intrigued to work for the company. I enjoyed it! It was clear the company was interested in seeing if I was a good fit but also that I felt they were a good fit. It was nice to be able to casually meet with people who worked for CTC before the formal interview, and the interview itself was professional but also relaxed and welcoming.

### As new graduates, what were the challenges you faced and what support did you have that helped you?

As a new grad I don't think there were many things which weren't challenging at first. Imposter syndrome is real, especially as you're trying to figure a whole new province and system! CTC has always been incredibly supportive though, and having weekly mentor check-ins and topics covered explaining how and when to get other professionals involved was awesome. The encouragement to take time while on day rate to just go meet local vendors, get to know their products and services, and take courses to boost some new grad skills was much appreciated. I feel I took full advantage of those opportunities and ended up with me feeling more prepared going into client sessions and treatment planning.

### Did you relocate for the job? What were the good parts and challenges of this?

I didn't necessarily relocate for the job, but I was very new to Kelowna and BC at the time. I initially found it challenging to understand the differences in insurers between Ontario and BC, and understanding how the healthcare system interacted with private payers. It was nice to have a lot of time at the start to read through the documents explaining each insurance process and how our role fit into this. Challenges were experienced ongoing throughout my first year with new files and figuring out how to go about communicating between different parties and how/when clients might be eligible or could access other services.

### Looking back now, what advice would you give yourself for starting a new job?

**I tell everyone to take full advantage of the down time and trust the ebb and flow of private practice because it's really such a treat once you get into the swing of things.**

While you need to be flexible in this job, I think from the start holding boundaries of when your work day begins/ends and prioritizing down time for emails/reports or just organizing things will have much larger and positive long-term effects. I was given the same advice and while I took it for the most part, I think there was definitely still the drive to want to take on files and move forward.

### What advice do you have for other new graduates or people looking to change their career path?

Take advantage of shadowing opportunities and speak with a variety of people in the role you are considering. Get to understand what a typical day or week looks like for them and consider how you might balance the same demands.

### What do you love most about your job?

So many things, but if I had to pick one overall, it'd be summed up in "variety". I love that each day is different, and your clients all require unique approaches. You're constantly challenged to develop and use a variety of clinical skills and understand how/why each approach is effective in someone's recovery and quality of life. It can be incredibly rewarding job.



## Emily Vilac

Occupational Therapist

### How did you hear about CTC?

I heard about CTC on Indeed.

### What was your interview process like?

The interview process was very supportive and collaborative. CTC provided me with the time and guidance to explore if CTC was a good fit for me and my values during the interview process. I was able to ask as many questions as I wanted and I was able to meet all of my colleagues in Kamloops prior to accepting a position. The hiring team (boss and colleagues) was very non-judgmental and did a great job of fostering an open line of communication.

### Looking back now, what advice would you give yourself for starting a new job?

The advice I would give to my previous self starting a new job would be to have more patience with myself. The first couple of years in any new career will feel challenging and rocky at times and that is okay. CTC has done a great job of validating that experience for me.

### Did you relocate for the job? What were the good parts and challenges of this?

I did not relocate for the new job. However, I decided to relocate since being hired by CTC for personal endeavours and found this to be a very easy process. Since beginning to work with CTC, I have always felt that I will continue to be supported regardless of where I choose to live in BC. The variety of work available (ex. referral types, virtual vs in-person, LTC facility contracts, administration opportunities, etc) adds to the financial security of working for CTC because there is always work available regardless of where you are.

### As new graduates, what were the challenges you faced and what support did you have that helped you?

The most significant challenges I faced as a new grad with CTC were become familiar with how private practice OT works, and learning the ins and outs of various funders (ICBC, WSBC, Canadalife, etc). Each funder has a slightly different set of rules and regulations and I found this very daunting and confusing at first. I was supported financially, emotionally, and clinically upon my transition to employment after I graduated. CTC did a great job of allowing me to make this transition at a very gradual pace I found manageable yet I always felt secure financially regardless of how long I felt it was taking for me to learn and thrive as a clinician. Above all else, I owe my stability within CTC to the mentorship that is offered. From the first day of my hiring, I have been supported with unlimited, on demand mentorship every step of the way. The open door policy among the mentors at CTC has offered a completely non-judgmental, supportive space and has never made a question feel like a stupid one.

### What do you love most about your job?

There are a few of things that stand out the most when I think about what I love about my job. First of all, I love being able to learn everyday. CTC has supported me in opportunities for both professional development, and flexibility in choosing what type of work I do, which has allowed me to learn and grow in areas that interest me. Second of all, I love the flexibility that comes with life as an OT within CTC. My schedule is entirely what I make it, which has significantly contributed to my healthy work-life balance. And lastly, I love being able to make a difference in people's lives. It is very obvious that everyone who works for CTC has a genuine and innate sense of care and empathy for the clients we serve.

### What advice do you have for other new graduates or people looking to change their career path?

**My advice for other new grads or people looking to change career path would be to choose a company or organization whose values align with yours.**

CTC's values were what originally drew me to the company and they are what continue to inspire me.



Kelowna Clinic



Staff Retreat

We are looking for great people who share our values to join our team. If you want to talk to one of our clinicians and learn more, please contact us!

[David@creativetherapyconsultants.ca](mailto:David@creativetherapyconsultants.ca)

**PHONE:** 236-422-4778

**TOLL FREE:** 1-888-880-3222

**FAX:** 236-422-4783

