

How to Hire the Right Team Members for Your Chiropractic Office

Hiring the right team can make or break your chiropractic practice. Whether you're just opening your doors, or looking to expand, finding the perfect fit for your clinic isn't just about skills and experience—it's about culture, attitude, and commitment to patient care. So, how do you build a rockstar team that keeps your office running smoothly while making patients feel at home? Let's dive in.

1. Define Your Ideal Team Member

Before you even post a job listing, be crystal clear on what you're looking for. Do you need a front desk superstar who can juggle phone calls, scheduling, and patient interactions with a smile? Or are you looking for an experienced chiropractic assistant who understands patient care and therapy modalities? Write down the skills, personality traits, and values that align with your practice.

2. Hire for Attitude, Train for Skill

You can teach someone how to use your EHR system, but you can't teach them to be kind, empathetic, or reliable. Look for candidates who have a great attitude, are eager to learn, and genuinely care about helping people. A positive team culture starts with hiring the right personalities.

3. Use the Right Hiring Channels

Posting on Indeed or Facebook Jobs is a great start, but don't underestimate the power of referrals. Your best hires might come from recommendations from other chiropractors, colleagues, or even your current team. If someone great comes your way but you don't have an open position, keep their resume on file—you never know when you'll need them!

4. Ask the Right Interview Questions

Skip the generic "Tell me about yourself" and ask questions that reveal real insights about the candidate. Try:

- "Tell me about a time you had to handle a difficult patient situation. How did you manage it?"
- "What do you love about working in a healthcare setting?"
- "How do you stay organized and prioritize tasks in a busy office?"

Their answers will tell you a lot about their experience, work ethic, and problem-solving skills.

5. Test the Waters with a Working Interview

Resumes and interviews are helpful, but seeing a candidate in action is even better. A working interview—where they spend a few hours in your office—can help you assess how they interact with patients, handle tasks, and fit with your team. Just be sure you aren't allowing them to view patient health information.

6. Make Onboarding a Priority

Hiring doesn't end when the contract is signed. A strong onboarding process helps new employees feel welcomed, understand expectations, and integrate into your practice smoothly. Provide hands-on training, clear office protocols, and regular check-ins to set them up for success.

7. Keep Your Team Engaged

Hiring the right people is just the beginning. Keeping them engaged is the secret sauce to a thriving office. Show appreciation, offer professional development opportunities, and create a supportive environment where your team feels valued.

Final Thoughts

Your chiropractic office is only as strong as the people running it. Taking the time to hire thoughtfully and invest in your team will pay off in patient satisfaction, office efficiency, and long-term success. So, take a deep breath, trust your instincts, and build the dream team your practice deserves!

Download a copy of 5 Easy Steps to Run a More Efficient Practice to get a copy of a sample training plan and employee job description [here](#).

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