



Traction Phase Roadmap

Weeks 9–12 | From Classroom to Caseload

Weeks 9–12 are where you gain traction: you're no longer just "new," and people start trusting (or doubting) your reliability. The goal is steady performance—on time, defensible notes, and confident communication—without burning out.

Week Range / Goal	Weekly Focus (Minimum Viable)	Scripts & Cues
Weeks 9–10 Own the Plan Be decisive and consistent—reduce hesitations that slow the day.	• 60-second visit reset: last response → today's target → measure • Use progression rules (increase load if form + symptoms stable; regress if compensation/pain spike) • Set attendance expectations for every plan of care (frequency + timeline) • Practice 1 communication skill (e.g., naming lack of progress early)	<i>Plan clarity:</i> "We're building X so you can do Y." <i>Progression:</i> "Earn the next level: quality first, then load."
Week 11 Reliability Be predictably on time and chart-complete; reduce variability.	• "Non-negotiables" each visit: 1 measurable + 1 reassess + 1 plan statement • Close charts daily (or use a defined same-day cutoff routine) • 2 targeted mentor check-ins: one clinical decision, one documentation example	<i>To mentor:</i> "Is my assessment/plan defensible and aligned with what I did?"
Week 12 Control the Day Move from reacting to leading—anticipate problems and address early.	• Identify top 5 "at-risk" patients (attendance, plateau, complexity) and plan conversations • Use the 4-part update model: status → progress → barrier → plan • Create a personal maintenance plan (weekly review, boundaries, skill focus)	<i>Plateau:</i> "We're not seeing the progress I expected—let's identify what's limiting this." <i>Direction:</i> "Here's the next best step, and why."

✓ By Week 12 — "Good" Looks Like:

- ✓ Mostly on time most days—and you know how to recover when you're not.
- ✓ Documentation is usable without frequent correction and aligns with what you billed/did.
- ✓ Patients can explain their plan in plain language (clarity + accountability).
- ✓ Repeatable method for stalled progress: identify barrier → adjust plan → communicate clearly.

■ Red Flags — Address Immediately:

- Still "hoping the day goes well" → define a default "behind protocol" (simplify, shorten, reassess, set next step).
- Inconsistent documentation → audit 3 notes/week against SOAP alignment; fix one repeated issue.
- Avoiding plateau conversations → use the "name the reality" line by visit 4–6 when progress is slow.
- Burnout creep (irritability, dread, backlog) → tighten boundaries, reduce session volume, move documentation earlier.