



Guidepost Counseling For Wellness  
— Helping You Find Your Way —

## YOU'RE A COUNSELOR WHO WANTS MORE

There's nothing wrong with feeling that there is more out there for you than the status quo mental health practice. You went to school, earned a Master's Degree, have a passion for serving your clients, and you deserve to work for a company that encourages flexibility, growth, and supports you.

## WE'RE A COMPANY THAT'S BREAKING DOWN BARRIERS

We don't accept "the old-fashioned way." We're always growing, innovating, and improving. We have set out to become the practice to watch, not just in Redding, but across the nation. We want you to be a part of that.

Moreover, we believe that people want specialists in their care. That's why we have agreed to pay certification costs for our clinicians.

That, plus a sign-on bonus, and we'll pay for advanced certification, makes for a pretty awesome place to work!

## LET'S TALK ABOUT THE IMPORTANT STUFF

### LET'S BE HONEST

We want counselors who do what they say they're going to do, who step up and do what's right even when no one else is looking, and who take pride in being a helping professional. We want counselors who feel this is where they belong and are not out looking for the next best thing. We want professional counselors who are real and want to work for a company that cares.

### LET'S BE REAL

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1650 Oregon Street, Suite 216  
Redding, California 96001  
(530) 691-4577



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Sometimes we are going to ask you to do things you don't want to do. Like completing your progress notes within 24 hours or taking that extra step to reach out to a referral source with an update on the client they sent. This might take time. It will definitely take some effort. But it shows our community that we care, and we expect that of you.

## WE'RE A COMPANY THAT BELIEVES IN AUTHENTICITY.

We're okay with people loving us or not. We're not a lukewarm kind of place. We want to be so uniquely Guidepost that professionals who have been looking for a place like ours will feel at home immediately!

## LET'S BE A TEAM

We want people who are excited to participate in our shenanigans. We love being bold, offering services that no one else offers, and getting the word out about the crazy ways we care for our community. We like setting the bar high, both for ourselves and for other mental health providers throughout the state. We believe that when we do this, everyone wins. We don't settle like other groups, push to improve, and outpace other practices, and our clients and communities are better served. WIN-WIN.

## LET'S INSPIRE

We will not tolerate any negativity. Drama breeds negativity and we will not allow that in our company. We've worked hard to build something that fosters support among our employees, and we will not sacrifice that for any new hire. We believe that your work environment should be fun, challenging, and inspiring. We only want people with positive attitudes who are ready to inspire their co-workers, their clients, and their communities.

## LET'S TALK MONEY

Ok, so we aren't the highest paying group practice (although we're getting close), but we're not the lowest paying either. We offer our counselors a fair rate, and in exchange for that, a ton of flexibility and support.

- We will pay for you to become certified in an approved area of specialization!
- We have an onboarding and training program that supports you through your first 30 days of employment.

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- We set you up to be a source of empathy and authority in your community through social media and marketing content that you won't find anywhere else.
- We encourage you to grow clinically and become more than just a "sit and chat" therapist.
- We can fill any therapist's caseload if they know how to retain a client.
- We do things for our counselors that we don't have to do, but we want to because we care.

If you're looking for a job where you can live like a millionaire but work like a five-year-old, please don't apply here.

You will be disappointed.

## The Reasons You Might NOT Like Guidepost

We can make this easier for you. We think it's a good idea to tell people what they might not like upfront so they can save themselves time, and ditch the application if they're not a good fit.

1. We have high expectations. We expect our counselors to know how to provide evidence-based services in such a way that our clients can heal. If our counselors do not feel confident, we are okay with that, but we do expect them to tell us so we can offer help.
2. You can't cancel on your clients because you don't feel like talking to them that day. Cancellations are for emergency situations only.
3. You must comply with our office policies. Policies are created to keep order, and we all know how much we need that!
4. You must keep precise documentation, and you must keep a daily timesheet. We use these to ensure quality as well as make sure our clients are being served properly.

## THE REASONS YOU WILL LOVE GUIDEPOST

1. We are fair. You might not like our policies, but they are fair and are created for the greater good of the team.
2. Our office staff couldn't be more supportive. We're not exaggerating. We have the best of the best sitting behind the desks at Guidepost. They work hard so you can be successful as a counselor.
3. We love to do good things for our community. Unless you're a hermit, you will see us around town serving our community. Make sure you're up for that before you apply.
4. We care about you. Really care about you. We will celebrate your first day, your loved ones, your birthday, and the day you become a Guidepost Superstar!

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Here's How it Works

1

Complete an Application

2

Get Ready for a Phone Screen

3

Panel Interview Coming Your Way

If you're looking for the meaning of TEAM...

We are ready to show you how Guidepost does teamwork! We are restructuring our hiring process, re-evaluating our hiring standards, and are only choosing the top candidates to work at our company. We invest tremendous amounts of time, energy, and money into our team, and we will not sacrifice quality and integrity for anything!

If you are a Professional Counselor with good morals, a strong work ethic, and the desire to be a part of a team, we can't wait to see your application!

Thank you,

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