

FIND YOUR DEFINITION OF SUCCESS AS A LEADER

In Your Veterinary Practice



CHOOSE YOUR DESTINATION

It is critical to any successful journey that we choose a destination that is compelling, clear and helps to guide our choices along the way. Veterinary leadership is no different. Selecting our definition of success helps us ensure that the choices we make are helping us achieve our goals.



A question worth asking:

If you wanted to be at your very best, what would you do more consistently?

Getting very clear about what we think great looks like for us, helps our brain begin to focus on steps that can help us move in the right direction, and lays the foundation for us to build habits and patterns that help us achieve the success we decided on.

Defining success helps us make choices, rather than just follow impulses. These kinds of shifts might be challenging for us, but creating a clear definition of success helps us become more intentional about taking the right steps toward our desired future.

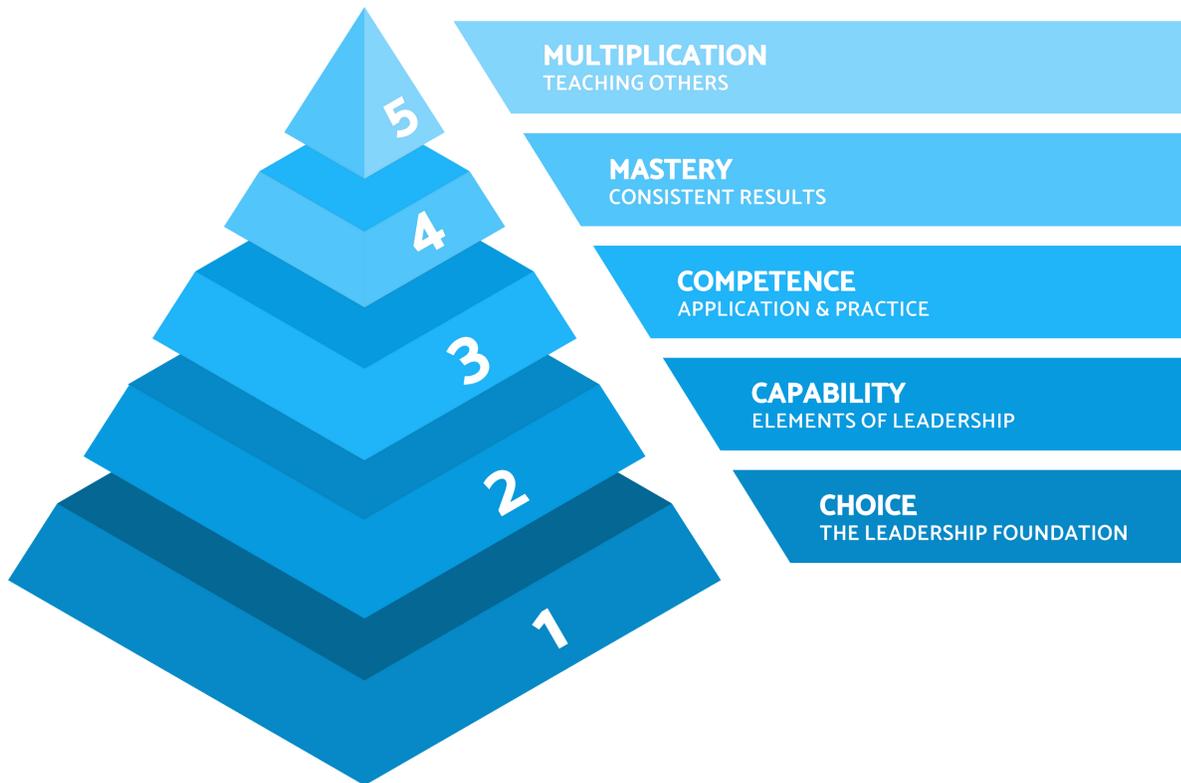
Brain Science

Here's the cool thing: the clearer we get about our choices, the more the brain becomes aware of the things we might focus on differently to make those choices happen. It's called the Reticular Activating System (RAS). Essentially, it allows our brain to focus more on the things we care most about, and making the initial choice about what we really want helps to turn it on.

The focus on our definition of success in a consistent, repeatable, clear way helps us do the things that move us in that direction. Making conscious choices about how we want to behave, and what we want to become or achieve essentially programs the RAS to start caring more about those things.

THE 5 STEPS TO LEADERSHIP SUCCESS

Understanding and following this framework will help you and your team move toward your definition of success.



1 Choice - The Leadership Foundation

Leaders must make clear choices about the impact and influence they want to have. In this first step we make conscious, deliberate decisions about how we want to operate and how we want others to respond to them.

2 Capability - Elements of Leadership

It's here that developing leaders explore all of the skills and capabilities that contribute to effective leadership. We learn how to influence, coach, and communicate, and how to become accountable for the team, the culture, and the results.

THE 5 STEPS TO LEADERSHIP SUCCESS

3 **Competence** - Application and Practice

As we learn new skills, we now must apply them daily as we face leadership challenges. We need to learn, try, and sometimes even fail as we work to become more adept at the tools and techniques we are putting into practice.

4 **Mastery** - Consistent Results

In this step we move past why or how and begin to execute with predictable consistency. Put us in charge of any team in any organization in any industry and we can be successful.

5 **Multiplication** - Teaching Others

Here we become so adept at our process for leading others that we can organize and teach others how to lead as well. This is where leadership becomes exponential because it creates more leaders, not more followers.



YOUR DEFINITION OF SUCCESS

Answering these questions will help you create your own definition of success.



What kind of leader do I want to be?

How do I want my team to describe me when I am not around?

What kind of culture do I want to create?

What are the things that are most important about leadership to me?

What are the things I will enjoy the most?

What will I get to do every day?

How do I want my team to approach learning and development?



What kind of attitude do I want my team to have?

What new opportunities might open up for me as a great leader?

What improved business or life results can I make happen if I lead at my best?

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