

READY TO TAKE THE
NEXT STEP

In Your Veterinary Career?



THE KEYS TO YOUR NEXT CAREER STEP

Every day, there's an opportunity to take a person, a team, or a veterinary practice to a place they could never have gone without you. That's worth working for and becoming a leader. Make sure when you get that chance, you're ready to light the match.

Create Your Definition of Success

Role

Envisioning the role you want to work in is a first step to putting context around your own definition of success. Think about things you enjoy doing at work, as well as areas you want to learn about or improve in.

Contribution

Can you connect with others around you? Can you build relationships with others, contribute to the success of others, and support those around you, including your team members? Focusing on making these connections can increase your own contribution because you will become more engaged. That benefits everyone, starting with you.

Time

Leadership looks hard and appears as if it would take an enormous amount of time. But most of us are already spending an enormous amount of time working anyway. The question is not about time; it's about what we focus on while we're spending it. We don't have to change the things we do, just how we do those things by shifting our focus.

Compensation

To understand your definition of success, you should have a clear idea of what that means for you financially. For some, income is a motivating factor; for others, it can be a way to measure your personal career success.

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Chart Your Path Forward

Experiences

You can remove some of the uncertainty around your path forward by considering the past. Reflect on your professional experiences, the meaningful conversations you've had, and times you felt fulfilled at work. These can lay the groundwork for your path forward.

Skills

You already possess a set of skills, and some of them are unique to you. As you think about where you want to be in your career, consider what you are good at, what you're interested in, and what skills you need to develop.

Networking

Relationships are an important part of your path forward. Rather than thinking of them as things to be leveraged, focus on how you can develop mutually beneficial relationships with your boss and your team. Doing so builds trust, and makes your relationships stronger.

Create Alignment

Supervisors and Owners

We shouldn't assume that our definition of success is the same as our boss'. Once we have a clear picture of ours we can discuss it and encourage our boss to share his or hers as well.

Your Team and Others

Once you have alignment with those above, it's important to create the same with your team members. Rather than issuing orders or assigning duties, have conversations that show you are invested in their success.

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Uplevel Your Performance

Commit to Your Path of Excellence

Getting the most out of yourself, and those around you, often comes down to being committed. Once you have defined what success looks like for you and charted your path forward, it's time to commit. If you can't do that, the next step in your career is far less likely to happen.

Build Habits that Support You

Life is all about habits and patterns. In many ways they define our potential and our results. Without good ones, we can wish things were better, but they won't be. Remember, it is far easier to build new habits than to break bad ones. And since habits take time to build, be sure to create the space in your schedule to practice them.

Have an Accountable Mindset

Often when managers think about accountability it is in the context of "I'm going to hold people accountable for their actions or their mistakes." But, this approach can decrease accountability on your team. Instead, consider these different ways of thinking. When people are accountable they have an accountable mindset rather than a victim mindset, and teams are solution-focused rather than problem-focused.

Leadership is about learning how to create change for ourselves to help us achieve more. In turn, it helps us support others to achieve their greatest potential.

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