

3 Red Flags to Look Out For

When Hiring for Your Veterinary Practice



The Victim

You can spot this pretty quickly when you ask questions about their previous employers and the challenges they have faced. If you hear the words “they, he or she” very often, run. The bottom line is that if any of their challenges are characterized as someone else’s fault, you are interviewing a victim who is not accountable for his or her own success or failure.



The Credit Hog

We know that no one person usually owns all of the credit for a remarkable innovation or a breakthrough process, but some people are willing to take it. They may have been part of a team that did some impressive things. But, if they position themselves to be the sole reason things got done around there, it’s a sign that they won’t value their teammates at your place either.



The Orator

Find something that wasn’t as good as it could have been in a previous role they held and ask them what they did to change it. If you hear “I told them...”, what you may be dealing with is someone who loves to call out problems, but is rarely part of the solution.

