

# 3 Employee Engagement Tricks *That Don't Really Work* In Your Veterinary Practice

1

## Forced Employee Engagement

We might start wielding the “stick.” The “stick” goes something like this: “Either follow the rules or we will fire you.” Has that ever really driven anyone to work harder towards the practice’s success long term?

2

## Incentives and Threats

Engagement, commitment, accountability. These things aren't driven primarily by pay or incentives. They certainly are not driven by threats, verbal warnings, or the employee handbook. If they were, more employees would be engaged, because lots of workplaces use these kinds of tactics.

3

## Teaching Disengagement

Believe it or not, we often teach our employees not to innovate. Not to contribute. Not to care about our practice. We can stop teaching them those things any time we choose. Instead, we can teach them that we welcome their thoughts, ideas, and commitment.

