

Three Ways to Move from Policies to Possibilities

Tired of endless rules that create frustration instead of motivation? It's time to shift your veterinary practice from a culture of enforcement to one driven by possibility and growth. Here are three clear steps you can take today:

1. Define What Good Looks Like

- Instead of meetings focused on correcting behaviors, clearly communicate what excellence looks like in your practice.
- Create clarity and excitement by asking thoughtful questions.
- Inspire your team by showing them the possibilities rather than just enforcing rules.

2. Coach Individuals, Don't Police the Team

- Address behavior issues individually through supportive coaching conversations, not blanket rules for the whole team.
- Have direct, supportive conversations to help team members improve, reinforcing positive change rather than punishing the entire group.
- Remember, sustainable change happens through individual growth, not broad, restrictive policies.

3. Go First as a Leader

- Lead by example. Demonstrate the behaviors and attitudes you want your team to adopt.
- Your team notices your actions more than your words—when leaders visibly model commitment, adaptability, and positivity, the entire team follows.
- Show your commitment clearly and consistently, and watch your team enthusiastically join you on the journey.

Move away from policing behaviors. Create a practice culture where your team thrives on possibilities, not policies.

