

# Moving Beyond Survival Mode

## In Your Veterinary Practice

### 1. Talk About What's Possible, Not Just What's Wrong

In your next coaching conversation, shift the focus from errors to what's possible. Invite your team to think about the future by asking what “great” looks like in their role, or what could make their day better. This change encourages new ideas and energizes your team.

### 2. Recognize Growth, Including Small Wins

Call out moments when a team member makes progress, no matter how small. Let them know you've noticed their effort and improvement, and make it clear that growth matters more than getting everything perfect. Simple recognition builds confidence and momentum.

### 3. Make Feedback Regular, Not Rare

Find time each week for brief check-ins about what's working and what could be better. When feedback is part of your regular routine, it becomes less stressful and more valuable for everyone. Consistency helps make growth a natural part of your practice.

### 4. Reflect on Your Own Approach

Consider whether you only talk about development when there's a problem, or if you discuss the future as well. Ask yourself what habit you could change to better support ongoing growth. Even one honest answer can point you and your team toward your next step.

