

Four Ways to Build Trust on Veterinary Teams

1. Remove the Barriers

Trust starts with reducing fear and uncertainty on your team. Make your decisions clear and predictable, and separate accountability from blame. Show vulnerability by sharing your own challenges so your team feels safe to do the same.

2. Create Meaningful, Two-Way Conversations

Great leaders listen as much as they speak. Ask specific, open-ended questions to invite honest feedback and new ideas. When your team feels heard, they become more invested in solutions and growth.

3. Create a Clear, Inspiring Vision

People commit when they see a future worth working toward. Share an exciting, achievable vision and connect it to each team member's personal goals. Confidence and support from you help your team believe in that vision.

4. Model the Behaviors You Expect

Your team will mirror your actions, not just your words. Lead by example and be the first to try new processes or approaches. Consistency and authenticity from you set the tone for your entire practice.

