5 Ways Veterinary Leaders Can Stop Being the Fixer

1. Ask "How would you handle this?" before giving your solution

Let them think through it first. When someone brings you a problem, resist the urge to immediately provide the answer. Instead, ask them to walk you through their thinking and potential solutions.

2. When someone brings you a problem, ask who else should be involved

Build collaborative problem-solving by identifying all the people who are affected by or could contribute to the solution. This helps them think beyond just "tell the manager" and creates better, more sustainable fixes.

3. Support their ideas instead of replacing them

Coach the process, don't control the outcome. Even if their solution isn't exactly what you would do, guide them to make it work rather than scrapping it for your approach. They'll learn more and own the result.

4. Share why decisions matter, not just what the decision is

Help them understand the bigger picture so they can make better choices on their own next time. Explain the reasoning behind decisions and the factors you consider when problem-solving.

5. Celebrate when they solve something without you

Reinforce the behavior you want to see. When team members successfully handle challenges independently, acknowledge it publicly. This shows others that taking initiative is valued and expected.