

8 Things Veterinary Leadership Does to Destroy Team Engagement

1. Hoarding Information

When leaders keep financials, plans, or decisions to themselves, the team is left in the dark. Without transparency, people can't contribute or feel included.

2. Refusing to Trust

Rules written for the few who make mistakes punish everyone else. A lack of trust signals suspicion and drives resentment and turnover.

3. Focusing on Blame

When mistakes are punished instead of treated as learning opportunities, people hide errors. Growth and improvement disappear in a blame culture.

4. Not Listening

If employees believe their ideas don't matter, they stop offering them. A lack of listening kills innovation and engagement at the source.

5. Taking All the Credit

Teams disengage quickly when leaders absorb the recognition. Giving credit freely builds ownership, pride, and stronger performance.

6. Having All the Answers

Leaders who solve every problem keep their team dependent. Asking questions and coaching builds capability and long-term engagement.

7. Lowering Expectations

When poor performance goes unchecked, high performers lose motivation. Clear, consistent expectations signal fairness and a commitment to excellence.

8. Micromanaging

Hovering over every task drains motivation and drives away your best employees. Leaders should guide and support, not control every move.

