

# Coaching Isn't Just the Manager's Job

## A Quick Guide + Checklist for Veterinary Teams

### Everyone in a Practice Can Coach

Your paragraph tCoaching isn't limited to managers. These reminders show how every team member can step in to support growth and strengthen the practice.ext

- **Coaching is a process, not a position.** Anyone can help another person improve.
- **Use the permission question.** "I'd love to share something that might help. Are you okay if I try?"
- **Remember growth requires discomfort.** Progress often feels awkward before it feels rewarding.
- **Coaching flows in every direction.** Support your peers, your leaders, and your team members.

### An Everyone-Coaches Checklist

Use this quick self-check to spot opportunities for coaching in your daily work. Small choices to help others add up to big improvements for the whole team.

- Am I stepping in to help, or waiting for someone else?
- Did I ask permission before offering feedback?
- Did I choose growth over comfort today?
- Have I looked for opportunities to coach sideways or upward?

