



# Three Keys to Hiring the Right Veterinary Team Members

## 1. Impact: What Have They Caused to Happen?

It's easy to get caught up in where someone has been rather than what they've actually done. A long tenure at a respected practice doesn't tell you whether they drove results or just showed up.

*The more specific they can get about their actions and results, the more likely they actually did what they claim.*

## 2. Vision: Where Do They Think the Practice Needs to Go?

Great employees don't just execute tasks. They see opportunities, understand challenges, and can articulate a compelling view of what needs to happen next.

*If they have an impressive list of accomplishments but no sense of direction or growth mindset, keep looking.*

## 3. Fit: Can They Be Successful Here?

Skills matter, but fit determines whether someone will thrive or create chaos. Entering a new practice is like merging onto a highway. If someone is moving too fast or too slow relative to your team's pace, there's going to be a wreck.

*People rarely make quick, drastic adjustments in how they operate. Be honest about whether their natural style will work in your environment.*

