

Why Veterinary Leadership is Uncomfortable

Growth and comfort do not live in the same space. Sometimes we fail before we succeed. If you are waiting to feel comfortable before having a tough conversation or setting a new standard for yourself, you are waiting for a moment that isn't coming.

Getting Back Up When You Fall

Every leader in a veterinary practice makes mistakes. The great ones just recover faster. Use these three tools to keep a bad Tuesday from turning into a bad Wednesday:

- **Find Your Recovery Habit:** Identify one simple activity - exercise, reading, or even cooking—that shakes you out of a negative pattern.
- **Refocus on the Goal:** Revisit why you do this work. A clear goal acts as a motivator to get back on the path when the day goes off the rails.
- **Seek Out the "Push":** Surround yourself with people who will tell you the truth and push you to stand back up, rather than just offering comfort.

The Comfort Test

Avoiding discomfort creates a "Communication Gap" that kills team trust. Ask yourself these three questions this week:

- **Am I dancing around a problem?** If there is a disengaged teammate or a defensive doctor, name the issue out loud.
- **What is the actual standard?** In survival mode, standards slip. Define what "good" looks like right now so your team doesn't have to guess.
- **I choosing comfort over progress?** If it is the right thing to do, but it's uncomfortable, that is exactly where you need to lead.

