

# 3 QUESTIONS

## EVERY VETERINARY LEADER SHOULD ASK THEMSELVES

### 1. WHAT KIND OF CULTURE AM I BUILDING?

You are shaping culture in your practice whether you think about it or not. Every interaction, every reaction, every decision you make or avoid is part of it. The leaders who build strong cultures do it with intention, not by accident. Even one small, consistent action, like checking in with a team member each week about their priorities and their people, can set the tone for the whole team.

### 2. HOW AM I CREATING CONNECTION ON THIS TEAM?

Commitment comes from connection, not job descriptions. When people feel tied to the mission of the practice or genuinely energized by the work they do, they show up differently. Without that connection, you get compliance. With it, you get people who pitch in without being asked.

### 3. WHAT KIND OF COACHING IS HAPPENING IN MY PRACTICE?

Pulling up metrics and pointing to what needs to improve is not coaching. It is reporting. Real coaching requires observation. It means watching how someone works, not just reviewing what their numbers say, and making sure they know your focus is on their growth, not just the practice's scorecard.

*If you sat with these three questions for five minutes before your next shift, what would your honest answers be?*

