



Vets Stay Go Diversify

Exploring Potential Together

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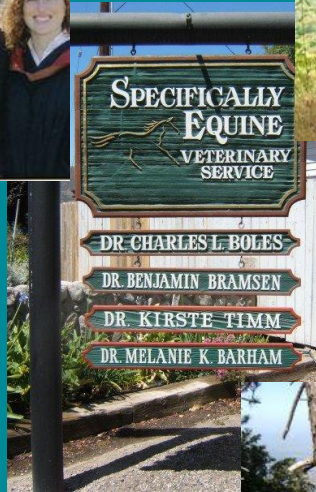
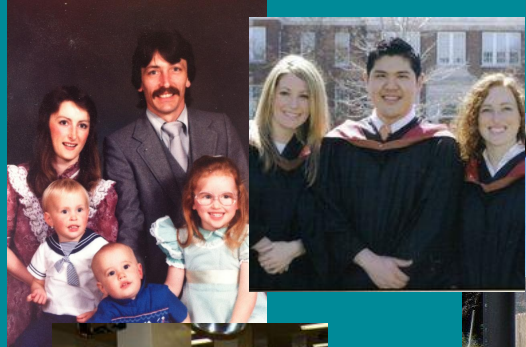


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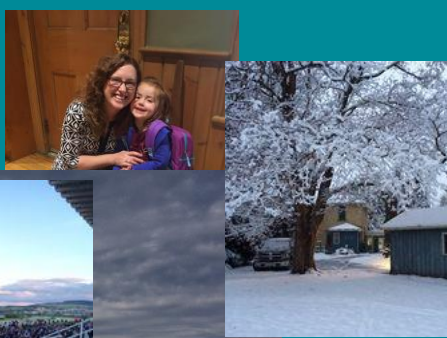
Agenda for today's workshop/lecture

- Your role as a large animal leader
- The research on vet careers + large animal
- Building a toolkit
- Exercises to help yourself and team members

My story



Community
Veterinary
Outreach



Don't "Large
animal-splain" this
to me!



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Your Role as a Large Animal Leader?

Practice owner

Leader

Employer

Team Member

Employee

Clinician

Leadership team member

Mother/father

Family member

Community member

Member of profession

Recruitment

Retention

Employee satisfaction

Team culture

Patient safety

Client relationships

Financial health

Medical care

Practice reputation

Personal health

Mental health

Financial stability

Family

Friends

Hobbies

Volunteering/community

How are you doing as a Large Animal Leader?

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Wheel of Life exercise

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What's the state of vet careers?



85% of vets did not end up where they planned to be at graduation (Barham et al)

73% of vets thought about leaving, 100% of large animal vets thought about leaving (Barham et al)

50% of early career equine vets leave equine med within 5 years of graduation (Grice), and same for bovine (AABP, 2023)

Veterinary careers have natural inflection points- and these are prime opportunities to help people stay

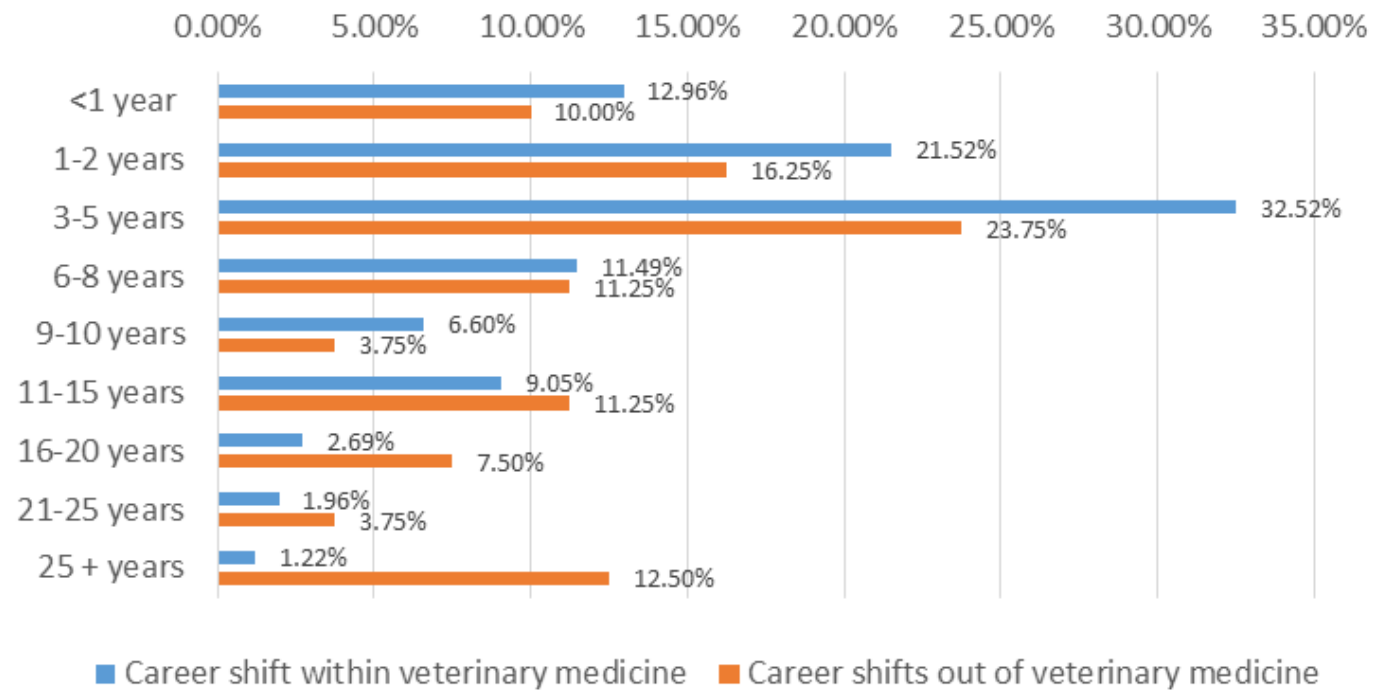
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When
inflection
points
happen

Figure 6: Time after graduation of career shift



Your career map exercise

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Why?

Leavers: burnout, long hours, compassion fatigue, on call requirements, and family responsibilities.

Considered leaving, but stayed: burnout, long hours, compassion fatigue, on call requirements, and family responsibilities



What did stayers do differently?

- changing jobs within the same area of veterinary medicine (16%),
- changing mindset about practice (14%)
- development of increased boundaries (13%),
- negotiation of new job parameters such as salary, hours etc. (10%)



What did stayers do differently?

continued development of new skills (25%)

having a supportive network of friends and family (11%)

purchase or buying a practice (12%)



Why do inflection points happen at these times?

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The Conscious Competence Learning Model

Work doesn't happen in a vacuum- you are a human with other external factors

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So how do we help our teammates stay?



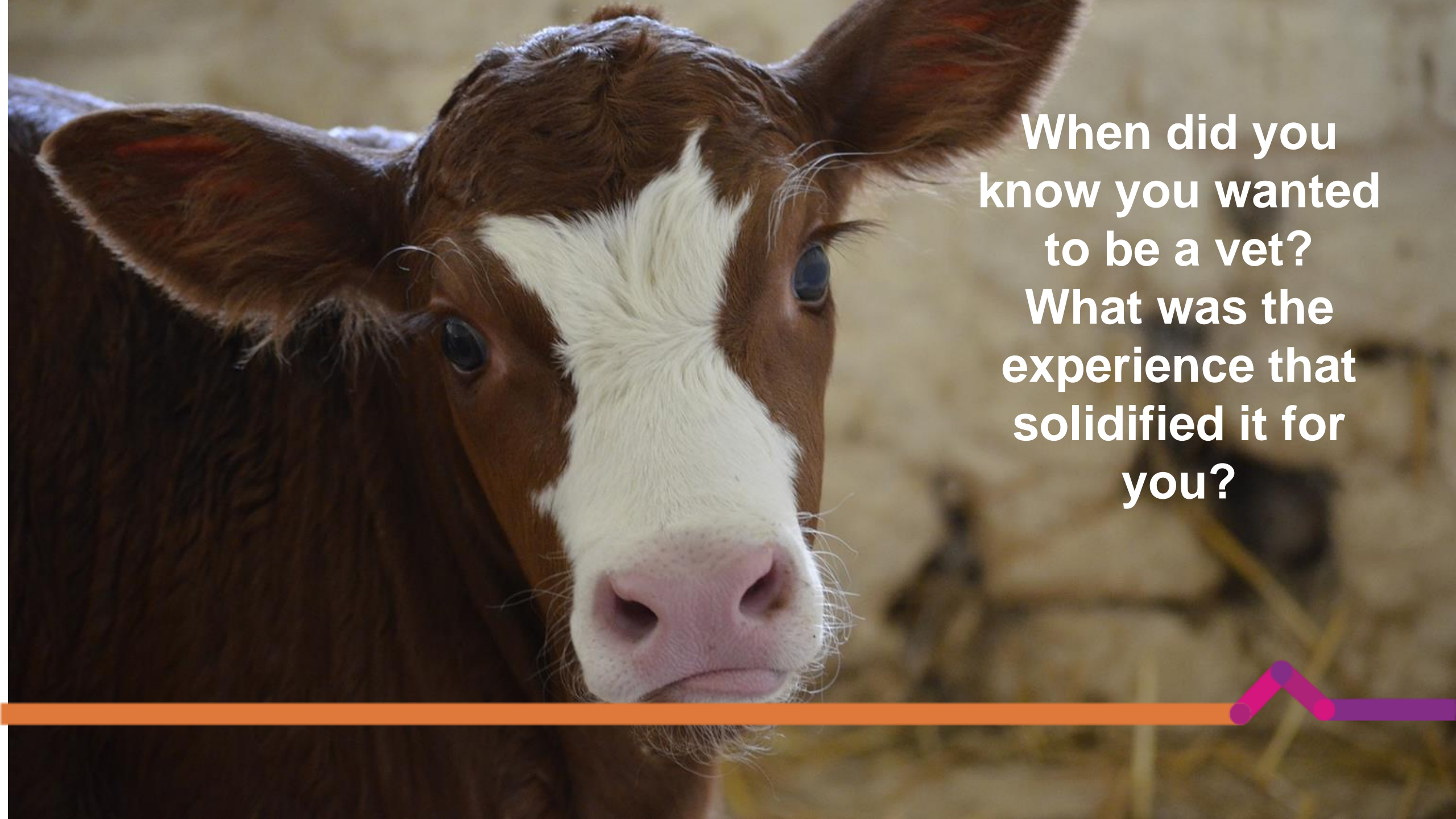


Most of us started something
like this...

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**When did you
know you wanted
to be a vet?
What was the
experience that
solidified it for
you?**



What is a good
vet?
What does a
successful vet do
or not do?





Who helped
me decide
that was true?

Professional identity



Allister, R. Vet Record 2015

What is professional identity?



Professional identity



Anyone with our dedication to the profession will end up
burned out at some point.
True? False?

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Maybe?

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Professional Identity Growth



- The things you are taught as a young person and professional help form your professional identity
- In any experience, you can decide what “tenets” you take with you, what you shape, and how you use it... If you are aware of yourself and question “is this serving me?”

Success-o-meter exercise

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How do we decide
which sector to go
into?





Career path was primarily determined by the veterinary students' preference for species of animal (Feakes, 2019)



Is the type of animal we like what
will determine our success?





What else is
there to
consider?





Knowing your strengths is key to carving a sustainable satisfying path

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Job shaping +
strengths
maximizing: the
ninja move for
staying in practice

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Identifying strengths exercise

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How else can I help my teammates?

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Building a strong network of support

- Encouraging connection with mentors in AND outside of your workplace
- Creating opportunity for discussing hard and difficult issues
 - M and M rounds, Schwartz rounds
- Sharing your own experiences of managing inflection points
- Setting the example of care for yourself and boundaries
 - Taking sick days, taking vacation and being off

Circle of Support exercise



How do I know if a teammate is struggling or at an inflection point?

- Most employees will not explicitly say “I’m struggling”
- May not have the self-awareness to name
- May not feel equipped

Giving common language + permission

Lowering your water line exercise





There will be bumpy inflection points

Turn towards support

Stay curious!

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