

Episode no. Two

Motivation:

Whilst motivation is necessary for that initial push towards achieving your dreams and goals, it is absolutely essential for keeping you going through the tough times, and especially when you doubt your ability or career choice. If you are not clear about what motivates you at your core, you won't be able to draw on it during vulnerable times exactly when you need it the most.

Write down the three things that motivate you, and made you want to be a vet:

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Tip: Add these to your phone as a reminder, to pop up at the beginning of the week or at a time when you feel would have the most impact. Or perhaps write them in your journal or diary, have them as your screensaver - anywhere that will remind you daily that this is exactly where you need to be.

Support Network:

Surrounding yourself with a reliable and encouraging support network can make all the difference in helping you to achieve a healthy work life balance, and in keeping you grounded and offering perspective.

Write down three people that you consider to be your biggest cheerleaders and support:

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Tip: make sure you communicate to them that you consider them to be such a vital part of your life. Showing gratitude to these people will only strengthen your relationship. Also, ensure that you allocate and schedule time with these people.

Comparison Trap:

It is very easy to fall into a comparison trap, especially in this social media world where you are constantly exposed to people "living their best life". Just as important as knowing what motivates you, is also knowing what holds you back and sabotages you. By naming and shaming these aspects of yourself, from a place of awareness, you can then take action to improve these areas and keep momentum in becoming the veterinary professional you have always wanted. The only person you should compare yourself to is yourself. Ask, how can I be better than yesterday - even just 1% better.

1. Write down the three areas where you feel you sabotage yourself, or compare yourself to other the most and the reason you think this happens:

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2. Write down one or two actions that you will undertake in those areas, which will give you the tools and techniques to improve and gain more confidence. Think mentors you could follow, people you could ask, books you could read or listen to, courses you could take.

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Tips for Creating a Positive Work Environment:

1. Control your attitude:

This applies right now, your words and actions are what you control, but they are external manifestations of what you think. So control your thoughts and shift your mindset by:

- Focusing on the good and positive
- Finding humour in bad situations
- Turning failures into lessons
- Focusing on the present
- Stopping the negative self-talk "I am not good at this" change to "I am not good at this yet"

2. Providing positive reinforcement to your workmates:

This can feel uncomfortable if you are a new team member, but acknowledge them for their specific actions that impress you. Even if the outcome wasn't a complete success, praise someone for the role they played, their enthusiasm and how hard they tried. This is fundamental to being a growth leader.

3. Spread happiness:

This can be as simple as smiling and saying hello or thank you, and genuinely acknowledging people. Also, finding humour in situations I find helps dramatically.

4. Celebrate the wins:

This applies to more than just your own. Celebrate your team members wins, and celebrate them as a team. If a client gives you chocolates, take them out the back and share them with team, reception and everyone involved in contributing to your win.

5. Motivate and support your team:

If there is something that a team member has not done before and they are feeling anxious, then support them or show them how. Everyone wants to feel like that are learning and progressing, so encourage and facilitate growth. Never just do it for them, as long as it is appropriate, allow them to lead and make decisions with open communication and discussion.

6. Gratitude:

Gratitude is one of the most powerful ways we can change our perspective on life. When you feel thankful, grateful and content then you will feel more satisfied with what you have in life. The main reason people leave a role is because they feel under appreciated and under valued. A simple and sincere acknowledgement of how hard someone is working or their contribution will have a huge positive impact on the team.

7. Kindness:

Demonstrate acts of kindness within your team, do something that someone else would not expect you to do, or offer to help with something. Think, who could I surprise today or what could I do that is unexpected that the whole team would benefit from.