

Guide to your
**VETERINARY
CAREER**



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Vet Candy Media

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HOW TO INTERVIEW LIKE A PRO

By Win Sheffield

Interviewing is something that many of us want to avoid at all costs. Yet, with practice we can become more comfortable and develop skill in conveying our value to the interviewer. Career coach, Win Sheffield gives tips for the perfect interview: [Listen](#)



FIVE MOST COMMON INTERVIEW QUESTIONS AND HOW TO ANSWER THEM

By Omar A. Lopez, Esq.

1. Can you tell me about yourself? Your future boss wants to know about the value you bring, not your golf prowess. Keep this answer to 45 seconds and hit 2-3 major points.
2. Why should we hire you? Do your homework and completely understand the job duties and the company's mission and use that to base your response.
3. What is your greatest weakness? Keep this lighthearted: "I'm a workaholic" or "I have bad handwriting"
4. What is your greatest strength? Consider the job description and try to match your strengths with those related to the job duties.
5. Do you have any questions? Ask 2-3 smart questions that do not relate to salary. Show interest in the position and the company.

WHY YOU SHOULD USE A CAREER COACH

By Win Sheffield

Most of us are used to muddling through our issues and decisions with the occasional advice of friends and colleagues. But there can come a time when we don't have the right resources to draw on or it is too much of an imposition to ask the people we know to help us sort through our alternatives or to develop more options.

An expert can help. A business or career coach is someone to turn to, to help you sort out and imagine new options. A coach can help you establish options, sort out priorities, help you determine what else you need to know, get you ready to get in touch with your contacts and do other research so that you can successfully set and meet your objectives. Broadly speaking, the difference between a coach and a therapist is that a therapist looks back so you can address old issues, while a coach looks forward to understand how to make your dream job into a reality.

There are as many different styles of coaching as there are coaches. Your job is to interview a handful and decide who you would like to try out. Coaches use many different models for payment. You can ask about hourly or session rates, coach accessibility between appointments, minimum numbers of sessions, if any. Some coaches with high minimums will provide a free session to begin. Take advantage if it!

Bottom line the coach has to feel comfortable to you. Is this a person who you could trust? How much do you want them to challenge you? In the end of the day, trust your gut. You will always know best.



NEW STUDY SHEDS LIGHT ON VETERINARY PAY

According to the Bureau of Labor Statistics, the median pay for veterinarians in 2017 was \$90,420. The bureau also speculates that employment for veterinarians is expected to grow by 19%.

States where veterinarians earn the highest income are:

Hawaii
\$198,340

New Jersey
\$124,870

New York
\$122,500

Nevada
\$121,150

California
\$120,300

Read more by clicking on the link below:

[Veterinary Salary by State](#)

SECRETS TO MAKING A GREAT RESUME

By Win Sheffield

Scary but true, a typical hiring manager will glance over a resume for 10 seconds before moving to the next one. Win Sheffield gives tips on how to make a resume that stands out on his podcast, [listen now](#).

HOW TO KNOW IF THE JOB IS RIGHT FOR YOU?

By Virginia Rudd, Cvt

When searching for a new job, it makes sense to consider more than just the paycheck and the job duties. You want to make sure that you would be happy in that role.

When looking at potential jobs, you must do your homework first. Does the company's culture fit with your own? How healthy is the team you will be working with? How does the manager manage the team? These are all questions that are very important to your wellbeing.

Here are some factors to consider before accepting a job:

- 1. Job duties-** your satisfaction in your veterinary career will mostly come from how happy you are with your job role. New graduates often find themselves frustrated when they learn about production requirements and longer than expected work hours after they accept a position. Make sure you understand completely what you are required to do for the position to succeed and make sure it fits in with your work style.
- 2. Salary-** money isn't everything, but it is important, especially with those that have massive student loans. But, instead of looking just at the salary of the position, consider other factors such as health benefits and retirement plans, like a 401K program. Those benefits can add a lot to your bottom line. Some companies are even offering benefits that help with student loan repayment. Make sure to get all the information to understand completely what your compensation would be before comparing compensation between two job offers, benefits can make a lot of difference.
- 3. Work life harmony-** you have probably heard of vets working 60 plus hour weeks in highly stressful situations. While this may be fun for adrenaline junkies in the beginning, it can be harmful to your health, both mentally and physically in the long run. Make sure to ask questions about the time requirements and environment of the job before you commit. You might be very sorry if you don't.
- 4. Your manager-** before you accept a job, get to know the managers. Are they prone to micromanagement or will they allow you to work independently? How do they provide feedback to their staff? Are they good mentors? Would they help you advance in





your career? Look for verbal and nonverbal cues to understand how their personality may mesh with your own. If you see red flags, such as hostility or arrogance, look elsewhere.

- 5. *Company's culture and mission*** are also important factors to consider. Does the clinic have a formal dress code? Is work/life balance encouraged? Is the company concerned about the environment or helping those in need? Do you see yourself fitting in with your co-workers? Does the team seem to communicate well and show each other courtesy and respect?

Consider which factors are a deal breaker before you commit to a new employer. For example, if the culture is too formal, the salary is too low, the boss isn't someone you would want to work for, or the hours wouldn't fit in with your family responsibilities, keep on looking. And, never be afraid to turn down a job that isn't right for you.

COMMUNICATION SKILLS FOR VETERINARY PROFESSIONALS

By Courtney A. Campbell, DVM, DACVS

You're in the room speaking with a client and your mind starts to wander. You have a patient in the back who is really in need of attention and later that day, you know you will have a potentially difficult

conversation with a team member. You start to speak and you're immediately interrupted. You want to communicate effectively but minute-by-minute it's becoming more difficult.

Veterinary health professions can have very stressful days. Not having the ability to communicate with our patients can be an additional stressor. While the ability to communicate effectively with our patients is always a work in progress, our ability to communicate effectively with clients can have profound healthcare implications. Learning to slow down, listen and understand your clients will likely lead to better care for our patients and more satisfied clients.

Here are three keys for more effective communication with your clients.

Consider your audience.

One of the most intricate relationships to ever exist is the human-animal bond. This dynamic can be complicated because it is highly individualistic and may be based on a specific set of circumstances. As you discuss pertinent medical details, always try to consider your audience. A millennial may have different concerns about their pet than a retiree. Someone who is slightly older may prefer face-to-face

communications, whereas many millennials or gen Z-ers may prefer to communicate via text, social media, and email. Actively listening to your clients is the only way to know the individual preferences (or concerns) of your audience.

Listen

It's tough to be an effective communicator if you aren't listening to the other person. Being an engaged listener is challenging when you have a deluge of emergency patients to triage and reams of diagnostics to evaluate. One study showed that on average, doctors interrupt patients within 12 seconds of them first speaking during primary care visits and throughout the appointment—often, before they have finished explaining an issue. One effective technique to help you focus on listening is put whatever you have in your hands down. Essentially, it sends the message to your clients that you value and care about what they have to say. And what if the object you are carrying pertains to the person you are talking to (i.e. a client's medical record)? Start writing notes about what they are saying during the conversation. Perhaps what they are saying is easy to remember and note taking isn't essential, but the act of writing may help you listen actively and reflect deeply on the situation at hand.

Announce your goals and objectives

There is a reason why the phrase “Head's up” is so common. It's a powerful alert to keep people out of danger or prepare them for what's ahead. This phrase is also helpful to make someone aware of

something so they can plan appropriately. They can then adjust to the information being said before it's too awkward or too late. You can give your client's a professional head's up by announcing to them what you would like to discuss. A “head's up” informs your clients and other listeners that what you are about to say is important, it may impact them, and that there is something they may need to prepare for.

Following these three keys will help you communicate more effectively. It will save time, money, and potentially needless litigation. Most importantly, it will likely result in better care for the animal. We are all a work in progress and all team members can work in concert toward better communications and deeper client-patient connections.





WHY HAPPY TEAMS MATTER

By Dr. Courtney Campbell, DVM, DACVS

A well-oiled machine. That phrase is used ubiquitously but finding a team that truly fits that definition is a rarity. Having a team function in sync is a beautiful concept and it is even more appealing to see it in action. That level of synchrony doesn't happen automatically though. Harmony and seamless coordination is cultivated through years of hard work. That unity starts with the very terminology that is used to define who you work with. We aren't merely doctors, technicians, doctor's assistants, managers, and receptionists. We are team members. As team members we may start to feel a sense of togetherness, but a team will not naturally unify. There must be a leader to help stimulate that unity.

Here are 5 key ways to help make your team a happy one:

Event night

True confession: I am a horrible bowler. If I bowl a strike or a spare, it's more likely due to luck than skill. It can be quite embarrassing. The best part is that none of that matters when you are sharing a fun moment with your coworkers. Have an event night where the whole team - or most of the team - can go out bowling, play miniature golf, or enjoy any other game (that I'm likely not very good at). Event nights may seem cumbersome to organize and a downright pain in the behind, but they are almost always worth the extra time and effort.

What's in the Box

A suggestion box can be a unifier. Although having a physical object serve as a proxy for communication may not seem like an effective unifier, it can still help to bring the team together. A

suggestion box gives the team a safe space where they can be honest with one another and address concerns that may be bugging them. Not everyone feels comfortable with face-to-face interaction and having an anonymous means to voice an opinion could uncover hidden challenges that are insidiously splitting your team apart.

Celebrate Greatness

Every member of the team is accountable for what they do. If an egregious error is made they will likely be held responsible for that mistake. Conversely, team members should also be celebrated if they go above and beyond. Have a Team Member of the Month recognition event or post so that everyone can show their support. Most people that chose veterinary medicine as their profession are selfless, philanthropic, and extremely giving. They are not usually looking for a pat on the back but, if they get one, they are unlikely to refuse it. All team members are likely to work extremely hard every day but knowing that their hard work will be remembered can be incredibly motivating and unifying.

Morning Rounds

Maybe you were hoping that you waved goodbye to patient rounds in veterinary school or at the end of your internship, but they can be useful for every hospital. Rounds are not only for status updates and continuity of care, but they foster a cohesive environment and articulate a shared vision for the goals of the day. Morning rounds help you to share your collective purpose. Purpose is what drives us out of bed every day and motivates us to make a positive impact on the world every day. Take 15

minutes every morning to remind your team of your common purpose and what you all are fighting for: the health and wellness of every patient (or your specific goals). These 15 minutes can be succinctly summarized into a mission statement. Try to paraphrase or restate that mission statement multiple times a week. You can also add specificity to rounds by defining what each person's role is to help win the day.

Share client stories

Spread the good news. When the team is doing an amazing job it's important to share the news from clients. Of course, it's nice to hear that you are doing well from fellow team members but hearing that a client was singing your praises adds another level of positivity and appreciation. Be open with your team and discuss the "wins" and "losses". If client has legitimate concerns, if a hospital protocols are being broken, or if you had a particularly tough case, and then share those frustrations with the team. Simply by letting you team know what is happening throughout the day, will serve as a strong unifying force.





ORGANIZATIONAL TIPS FOR YOUR BUSY VETERINARY LIFE

By Courtney A. Campbell, Dvm, DACVS

Essentially, when your life is organized, the joy will follow. But it can be a serious challenge to stay organized when the demands on your time are so intense and the chaos of medicine surrounds you.

When vet life gets you feel disorganized, discombobulated, and scattered, collect your organizational composure with these 3 easy steps.

Write a list

Like a shock to the system, the book by Atul Gawande, - a public health researcher and surgeon - *The Checklist Manifesto: How to Get Things Right* quickly shot to the top of the New York Times Bestseller List. It enlightened some, and reinforced to others, that there is serious power and utility to a checklist. Not only does it serve to organize the

most important tasks, but it helps to triage what is most important for your day.

Make a Victory list

A victory list is something I created to help me recover my composure when I feel overwhelmed and over-committed. A victory list is the opposite of a checklist. This is a list that you create at the end of each day (or in the middle) in which you list everything that you were able to accomplish throughout the day.

Delegate

Don't be afraid to reach out to others for help. Or, split a task into its component parts, and politely assign them to other people. You'd be surprised how willing some would be to help you when you need it most.

However, you decide to organize your busy life it's important to know that organization not only helps you accomplish more throughout your day but it also can have profound health benefits. Some doctors ascribed the ability to sleep better, eat better, and lower your heart attack risk with your ability to stay organized.

SECRETS TO BEING THE BOSS

By Gianna Hyton



VET CANDY'S GUIDE TO YOUR VETERINARY CAREER

According to *U.S. Veterinarians 2018 Market Research Statistics*, over 60% of Veterinarians are women and represent 60% of Veterinarians working in private practice (AVMA.org). The rise of women in power is at an all-time high within major corporations, the judicial system, and government. It's no surprise that women-owned businesses have increased by 58% over the past 10 years, surpassing 12% growth in new firms overall, with total revenues increasing to 46% according to the *2018 State of Women-Owned Business Report* Commissioned by American Express. Women-owned businesses currently represent four out of every ten businesses in the United States (Ventureneer.com).


The average age of a female Veterinarian is 40 years old while her male counterpart's average age is 50 (DATA USA: Veterinarians). Are you included in the 60% female veterinarians working in private practices?

[Are You Ready to Launch Your Own Practice?](#)

There has never been a better time to start a woman-owned business. With corporations such as Goldman Sachs announcing their \$500 Million investment in companies led, founded or owned by women (Reuters.com) there are numerous resources available for women start-ups and women-owned businesses.

[Where Do You Begin?](#) Always begin with researching local women business organizations, Small Business Resource Centers, your local Small Business Administration Office and your City's Office of Minority and Women-Owned Businesses.

What are the Top Sources of Funding for Women-Owned Businesses?



According to Small Business Trends (smallbiztrends.com), the top sources of funding as reported December 2018 are: Term Loans, SBA Loans, Microloans and Business Lines of Credit.

TIP: Don't forget to research grants! Take advantage of any grants you may be eligible for before using your own money or applying for credit.

Lastly, make sure you consult with a financial advisor and attorney when forming your business. Be certain you are clear about the differences between business designations, potential tax implications, legalities, etc.

Do you know the latest?

