

# Work-Life Balance



Lori Teller, DVM, DABVP (canine/feline), CVJ

# Work-Life Balance

- What does work-life balance mean to YOU?
- It is a very personal thing, so you first must define what it means to you.
- During different stages of your life, it may mean different things.



# Work-life balance

- Flexibility can be built into your contract
  - Time?
  - Money?

If time is the most important thing, save that discussion for your 2nd or 3<sup>rd</sup> conversation about the job.

Couch your language to show that you have a really good work ethic! This is vital!

# Work-Life Balance

- Have realistic expectations
  - Hours worked (if you work more, you get paid more)
  - What is the workload?
  - Outline compensation (salary, pro-sal, production)
  - After-hour calls—how will you be compensated?
  - Measure vacation/PTO in days off, not weeks

# Work-Life Balance

- Become an invaluable employee!
  - Think like an owner!!!!
  - Use whatever your “life” passion is to help build the practice
  - Be punctual, adapt to the practice culture, have a good attitude, don't whine



# Work-Life Balance

- Demonstrate leadership skills in the practice
  - Train staff
  - Train clients
- Find a niche
  - Behavior
  - Cats
  - Pain management
  - High maintenance clients
- Offer a unique service or utilize some new skills
  - Acupuncture
  - Cytology
  - Dentistry
  - Chemotherapy

# Work-Life Balance

- There are times where you may be working more and having less “outside” time.
- There will be times when “life” may require you to cut back on work
- Being an invaluable associate or a practice owner makes it easier to cut back when you need to



# Work-Life Balance

- Get involved in your community!
  - Are you a runner or tri-athlete? Join a local club.
  - Religious groups, local government, PTA, Rotary, whatever you love are all opportunities for you to build a support network, meet new friends, and increase your client base
  - Employees who earn more for the practice will generate more respect from their boss, who will then be more likely to change your schedule, your pay, or do what it takes to keep you happy
  - This takes time!



# Work-Life Balance

- Practice owner needs to make clear where the new DVM fits in the clinic structure
- Utilize a mentoring contract
- Work on communication skills every chance you get
- Adapt to the culture of the practice
- Recognize the importance and intelligence of the staff—receptionists, techs, kennel
- Don't let pride or ego get in the way of learning from others
- Learn from your mistakes
- Ask for help
- Toot your own horn