

## Good Veterinary Workplaces: Taking action

### The power of 'ish' and not being put off by perfection

Thank you for being involved in the first 'Good Veterinary Workplaces – Taking Action' webinar.

You are well on your way to knowing how best to approach change in your practice, however big or small. We hope you found the talks useful, inspirational, and interesting.

We want you to be able to take something from each talk and put it into action, even if it is just a slightly different mindset or viewpoint that helps in the future. So, along with the help of the speakers you saw earlier, we have put together some bits and pieces to bookend your experience.

There are some feedback questions too, so [please complete](#) the survey if you would like to see anything done differently next time – these sessions are led by, and created for, the veterinary community, so we value your input.

#### Takeaways from the talk

Hopefully now you're in a position to...

- Recognise that impact comes from getting started, and how to know what a realistic starting point for your team is
- Identify which area in the Good Workplace code is viable for your place of work
- Be open to small steps, and embracing them as gateways to meaningful change

### Speaker messages and activities

#### Thoughts from Jen Gale

Doing things imperfectly is OK! 'Perfection is the enemy of good' – perfection can freeze us into getting started at all, so we mustn't let that mindset hinder us. EMBRACE imperfection and get started!

A 'Good Workplace' can mean different things to different people/teams. It doesn't need to be tangible, evidenced improvements, it can be a feeling – for your team and your clients. How do people feel in your workplace? That is just as important as 'physical' improvements.

#### Team activities:

What does a Good Veterinary Workplace mean to you and your team? Decide this with your team and agree what you want together – this could be a monthly meeting group activity, or something to do individually and regroup to see what each member of staff has said.

Ask also what COULD your workplace look like compared to now when we are achieving what is GOOD ENOUGH (i.e. not perfect)? Get excited about the opportunity and small changes you have the power to implement.

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### Thoughts from Iain Price

Share your vision for improvement and share the destination. Where will this take your team? Don't make assumptions – communicate and find out what improvements each other want.

Our brain does not want to change – it is tricky to create new habits, but being aware of this is key. Making small changes incrementally change our overall mindset.

Break things down! It isn't a failure if the 'big picture' stuff feels far away – challenge it and break into chunks.

#### Team activity:

What **one improvement** can you and team to focus on within the workplace? If you can pick one **small** starting point you can re-evaluate when complete to see what should come next.

### Thoughts from Malcolm Morley

Thank you so much for coming along and participating in the first of this series. It was great to see such varied input in the comments.

To help you get started with [Good Veterinary Workplaces](#) and the voluntary code (webinar registrants can download and [print this poster](#) for your team space!) I thought I'd share some of the things people said they were going to put into practice after this webinar. Good luck!

- Use the Good Veterinary Workplace voluntary code headings at monthly meetings as discussion points
- Embrace the spirit of imperfection
- Know when 'good' is **enough** – perfectionism is the enemy of good
- Discuss issues and improvements with team – engagement is number one
- Celebrate small changes
- Create 'TA-DA' lists instead of TO DO lists
- Talk to colleagues/staff about what they want from their workplace

Don't forget, our next Taking Action webinar is on Wednesday, February 15 with Ami Sawran, Register [here](#).