

Career Planning & Goal Setting

Use this tool to help plan your career and setting your goals.

1 Use the Blue Heron Consulting SMART Goal template to create your SMART (Specific, Measurable, Attainable, Realistic, Time-based) goals.

To *[what you want to be, have, or do]* by *[date, year, or a time span]* so I can *[what achieving the aspiration you wrote in the first blank will let you experience, contribute, or provide]*.

To make this happen I will *[the most important actions or attitudes you must stop, start, or modify]*.

Once you've created your mission and goals, keep them visible so you don't lose sight of them.

2 One of the keys to landing the right job is knowing what you will and will not compromise.

Use the following table to help create this list. Items to consider could include:

- Compensation (determine your bare-minimum salary; understand the impact your production will have on this amount)
- Written pain-management protocols
- Practice location
- After-hours emergency work

Negotiable	Non-Negotiable

12 STEPS TO SUCCESS

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3 Interviewing the practice demonstrates to the practice owner or manager that you are serious about finding the right workplace.

Begin by asking for a job description so you can relate your skills and background to the position throughout the interview and consider following with these questions:

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| <p>a. What medical and character traits will help ensure success at your practice?</p> <p>b. What has led to the position becoming available? Will I be replacing a former associate or is this a new position?</p> <p>c. What challenges do you foresee me facing as a new graduate and/or new member of the team? What advice do you have for me as I overcome those challenges?</p> <p>d. Please explain how mentorship looks at your hospital.</p> <p>e. How do you define "best medicine" and what established protocols do you have to help us consistently offer and deliver it?</p> <p>f. Can you describe the number of team members, their experience, and their positions in the practice?</p> | <p>g. What will influence my revenue production?</p> <ul style="list-style-type: none">■ Active clients per veterinarian■ Average number of new clients per month■ Average Doctor Transaction (ADT)■ Average production per veterinarian. <p>h. When should I expect to hear back from you regarding your decision?</p> |
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SMART GOALS

"A goal is a dream with a deadline."- Napoleon Hill

SMART is an acronym for Specific, Measurable, Attainable, Relevant, and Timebound. These goals help optimize team and hospital results. When working with a team, clear expectations and goal setting are an important element of individual success.

<p>S SPECIFIC</p>	<p><i>Make your goal clear and specific. What will you accomplish? Who is responsible or needs to be involved?</i></p>
<p>M MEASURABLE</p>	<p><i>What reports or data do you need to track this goal? When will you begin? How often will you check your progress? How will progress be shared?</i></p>
<p>A ATTAINABLE</p>	<p><i>Is this goal something you can achieve? Is it something you and your team care about? Is it realistic? What challenges might you encounter? What support or resources do you and your team need? Is this the right time?</i></p>
<p>R RELEVANT</p>	<p><i>How is this goal important to broader hospital goals and initiatives? What will change if this goal is accomplished? What is the benefit to you, the team, and the hospital? How does your team contribute to this goal?</i></p>
<p>T TIME-BOUND</p>	<p><i>What is a realistic timeframe? What milestones will you need to hit? When will you hit each milestone?</i></p>

