



Teaching to learn, with Dr Dan Phillips.

Dan is a small animal practitioner and director for his group of practices in Chicago. He's also a co-founder and the driving force behind a new on-line mentoring venture called Vet Mentor Solutions. Dan is a vociferous advocate for mentoring and it's benefits who shares openly what he is learning in the hope to guide and inspire newcomers to the profession to becoming confident, effective and productive veterinarians.

In this episode Dan demonstrates why he should be guiding the next generation of vets into the profession: we cover topics like how to effectively give feedback, how to avoid worrying about being judged when you put your opinions out there, teaching to learn, and why goal setting is one of the most important skills you need to develop. We put Dan's mentoring skills to the test when we ask him how to ask for a pay increase, and Dan gives one of the best summaries we've ever heard of how to select the practice you want to work in and how to interview for culture. His explanation, like all of the content in this episode, won't just resonate with young vets, but also serves as a useful reminder for practice owners and managers about what to keep in mind when creating positions for less experienced vets.

Please enjoy, Dr Dan Phillips.

What will I learn in this episode?

- Why you should share what you know and how to do it without fear of being judged.
- How to give feedback effectively.
- Essential advice on how to select the practice you want to work at. (Spoiler alert - it's not about having all the right toys!)
- One of the most important skills you need to develop early on in your career.
- How to negotiate a pay raise.

One thing to remember: questions to ask a prospective employer before you take that new job.

Do you have a structured mentoring programme or a support programme?
What does it look like in practical terms? (Tip - an answer of 'Yes, we have a great



mentoring programme, and look at our cool CT scanner...’ without providing details of what it entails is not a good answer!)

Who is here who’ll be dedicated to helping me?

Do you have examples of people you’ve poured into and helped them achieve what their goals were?

What are the goals of this practice? Do they align with where I want to go?

If you employed me, what would a successful outcome look like to you? What would you like to see from me in 1 month, 6 months?

Remember - you need to know what mentoring looks like to YOU. What are your expectations? It’s different for everyone. Make sure you know what kind of support you need, what your goals are and what you need from an employer to help you achieve them.

Dr. Dan says:

“The reason that you’re probably a year out from graduation and you’re not happy in the place you’re in right now is because there’s no one there to support you to get you to where your goals are.”

Dr. Dan’s favourite podcasts and books (other than the Vet Vault!)

Sawbones: a marital tour of misguided medicine. <https://maximumfun.org/podcasts/sawbones/>

‘The Ideal Team Player’, by Patrick Lencioni. <https://www.tablegroup.com/books/ideal-team-player/>

Historical fiction by Ken Follet. <https://ken-follett.com>

‘The Sworn Sword’, by George R. R. Martin. <https://www.goodreads.com/book/show/11985631-the-sworn-sword>

Historical Novels by Sharon K Penman. <https://sharonkaypenman.com/about/>