

# Securing employment, mentorship and quality of life from the new employee perspective

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## Abstract

Concluding one's educational career and venturing into the arena of employment in the veterinary profession can be a daunting, yet exhilarating apex in life. Unfortunately, our personalities often set us up as achievers who assume the perfect job must be obtained in order to be professionally fulfilled. The perfect job probably doesn't exist. This paper will discuss navigating the first year of employment following graduation from the perspective of the recent graduate. Suggestions will be made about how to reverse the traditional job interview and use the opportunity to find a position that fits your goals best.

**Key words:** practice management, new graduate, mentorship

## Securing Employment in a Reciprocal Manner

Formulating the perfect resume, attending a job fair, setting up a traditional interview – these are all items that a candidate for a new position would have experience putting to work. I'd like to introduce the idea to new graduates of interviewing ideal practices that they feel they would enjoy being a team member at, rather than waiting to see if those practices post a job opening during their senior year. Instead of just attending job interviews for positions that are open, what if you created a list of questions for yourself so that you can inform a potential employer:

- What types of work environments are you most productive in?
- What clinical skills do you need more competency with? What clinical skills do you excel at?
- What areas of your life require flexibility and how can that be supported in your professional life?
- What financial obligations and goals do you have and how do you plan to meet those head on?

What if you then took those answers, your answers, and interviewed practices that you believe would be able to fulfill those objectives for you? If you are married to a specific type of practice or species, you have to be willing to go where those practices are, geographically and metaphorically. The idea of utilizing an active resume or securing employment in a reciprocal manner is not a novel one. In Napoleon Hill's self-improvement book authored in 1937, *Think and Grow Rich*, a woman sent her son to all of the competitors of his prospective employer. He was on a data gathering mission to put together the most impressive resume that demonstrated

to the prospective employer why he would not only be the best candidate for the job, but described what exactly the position he desired would look like and additionally devised an intricate plan for him to immediately give the prospective employer a leg up on the competitors he had spent time working for and studying. This idea of reversing how we typically hunt for jobs, might find a match, more efficiently, for the employer and the employee.

## Mentorship

In my experience, by seeking employment in the manner described above, I was able to obtain mentorship relationships that are deeper and more meaningful than that of a typical employee-employer. I consider these people my friends and I can call them for any advice, veterinary and general life. I never even took a job with some of them, it is how life worked out for both of us, but they are some of my greatest mentors.

Mentorship is a 2-way relationship. It is important to realize that the mentor is giving time, talent, and energy towards the mentee. The same respect should be reciprocated towards the mentor.

## Quality of Life

In my experience, by seeking employment in the manner described above, I was also able to achieve what I would consider a very high quality of life. Part of that is because I am not fighting against so many things that a "dream job" can leave you yearning for. If your "dream job" sends you across the country, working 50% of your time with a specie(s) you don't feel confident in and the benefit package isn't enough to help you see above water financially, was that really your "dream job" and furthermore, is it really your employer's fault that you don't have quality of life? If quality of life means you're close to the mountains, interview all of the practices close to the mountains. If quality of life means you have family close to you, then don't interview any practices that would place you outside of that radius.

In many conversations about quality of life in professional areas, the divide between baby boomers and millennials gets dug a little bit deeper. It's pretty hard to sit through another talk or read another paper on, "How do we get a millennial veterinarians to practice exactly like we do, work the same hours we do, be happy with the same amount of pay we started out with?" Would it be helpful if a millennial

shows up to a job interview and asks you what your practice can do for them? Would it be helpful if they listed out what technology they prefer to use and how they intend to use it? Would it be helpful if we didn't divide these generational gaps and instead found the areas in which each excel and run with them?

### **Conclusion**

By utilizing the idea of interviewing potential practices or employers and describing your intentions as a practitioner in fine detail, I believe that you can navigate securing employment, find more meaningful mentorship and your career will lend itself to being a positive influence on your

general well-being. I highly recommend setting time aside to read and digest the *Think and Grow Rich* book written by Napoleon Hill. Plan to take a chapter at a time and really dive into it. You won't regret it.

### **Conflict of Interest**

The author declares no conflict of interest.

### **Reference**

Hill N. Specialized knowledge, personal experiences or observations. In: *Think and grow rich*. The Ralston Society, 1937; 64-65.