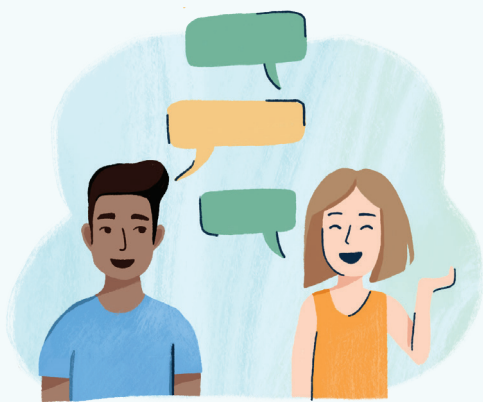


## We Matter: Build a Healthy Team Culture

Recognize that we are all “practicing” medicine. You cannot be perfect or expect others to be either. There are differences between individuals. All you can do is grow together.



Speak to team members as you would to a client — **be polite.**



Respect boundaries — **respect their right to say no.**



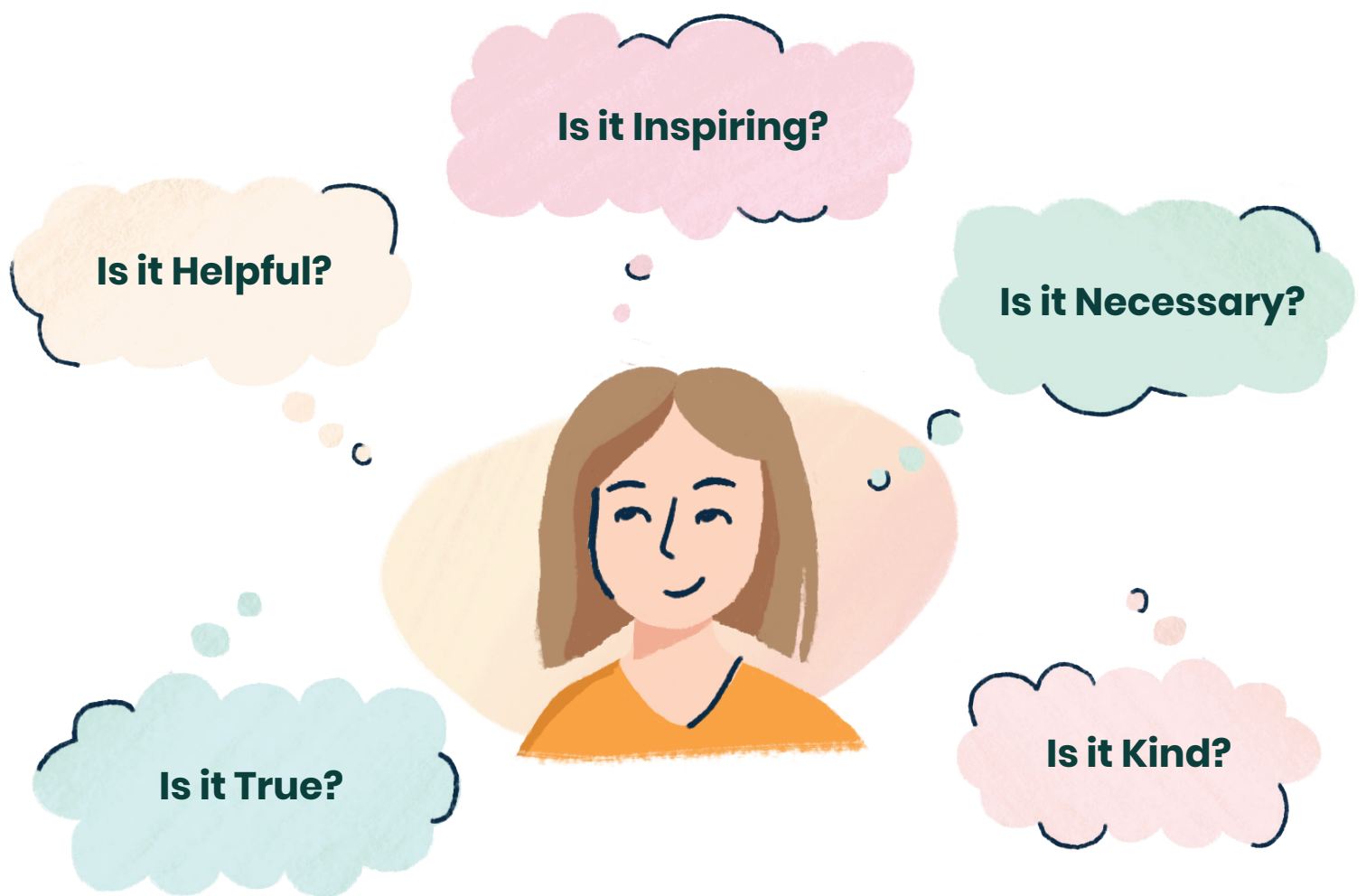
Express gratitude — **recognize the “wins” and say thank you.**



Treat team members as you would a patient — **with compassion.**

## Provide Constructive Feedback

Provide feedback in a timely, solution-oriented manner. It is important to praise publicly, but provide constructive criticism in private. Offer feedback in a thoughtful way and **T.H.I.N.K.**



**I Matter** is a platform to equip Ontario veterinarians with knowledge and strategies to help them better cope with and respond to the challenges they face in their professional and personal lives.

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