

REVAMP.VET

# Employee Engagement Survey Resource Guide

Hospital Continuous  
Learning Resources





## Introduction

### Welcome to REVAMP's Employee Engagement Survey Resource Guide.

This guide is designed to help you and your team address key areas identified in the REVAMP Employee Engagement Survey. It serves as a practical, action-oriented tool to support hospitals in enhancing the employee experience and fostering a more engaged, empowered, and resilient workforce.

Inside, you'll find a curated collection of **learning assets**, -including e-learning modules, podcasts, blogs, and articles- selected to align with the survey's findings. These resources are intended to support continuous learning, close knowledge gaps, and strengthen team culture.

At REVAMP, we are committed to driving meaningful change through education and innovation. By engaging with these tools, your hospital can take proactive steps toward building a stronger, more connected veterinary team.

## Step-by-Step Plan for Enhancing Employee Engagement

### 1. Administer the REVAMP Employee Engagement Survey

Instruct all staff to complete the survey to gather comprehensive insights into the employee experience.

### 2. Analyze Survey Results

Explore the scores on the Qualtrics Survey Dashboard to:

- Recognize and celebrate the strengths that make your culture unique.
- Identify key areas for improvement.

### 3. Reference Targeted Resources

Use category-specific resources and learning assets provided in this document that align with the opportunity areas identified in the survey results.

### 4. Disseminate Learning Assets

Share appropriate learning materials with all staff, including managers and people leaders, to support targeted development and improvement.

### 5. Schedule Monthly One-on-Ones

Set up regular one-on-one meetings between managers and staff to foster open communication, understand individual concerns, and provide personalized support.

[\(Link to sample 1:1 agenda\)](#)

### 6. Hold Monthly Full Staff Meetings

Conduct all-staff meetings to share updates, promote transparency, and strengthen a culture of inclusion and collaboration.

[\(Link to sample full staff meeting agenda\)](#)

### 7. Monitor Progress and Adjust as Needed

Continuously evaluate the impact of these initiatives and adjust strategies based on feedback and evolving needs.

**Note:** E-Learning Modules and subscriptions that require login are *free* to access upon registration.

## Survey Category: E-Learning Modules & Learning Assets

### 1. Engagement

- [Culture and Employee Engagement](#) - 5:55 (AAHA)
- [AAHA's Culture Initiative](#) - (Article-AAHA)
- [3 Tip for Increased Employee Engagement in Your Veterinary Practice](#) - (Blog-VetLead)

### 2. Experience vs. Expectations

- [VetMed: Bits by Leather – Right Person, Wrong Seat](#) – 4:36 (Podcast – Spotify)
- [VetMed: Weekly Huddle Season 2, Ep.10: Right Person, Right Seat](#) – 2:47 (Podcast – Spotify)
- [Becoming a Better Coach in Your Veterinary Practice](#) - (Guide-VetLead)

### 3. Intent To Stay

- [How To Increase Employee Retention in Veterinary Practices](#) - (Article – Zoetis)
- [How to Manage Negative Employees in Your Veterinary Practice](#) - (Article – Zoetis)
- [Stay, Please](#) - (Article-AAHA)
- [Understanding Retention 3,2,1: Insights from AAHA Stay, Please Study](#) - (Video-AAHA)
- [Retention Factors that Push Employee Away \(or Inspire Them to Stay\)](#) - (Article-AAHA)

### 4. Inclusion

- [VetVance: Wellness/ Wellbeing Bullies, Burnout & Bliss: 5 Ways to Make New Staff Feel Welcome](#) (Article – VetVance)
- [Hiring for Fit and Culture: How to Avoid Unintentional Bias](#) - (Article-AAHA)
- [Bridging the Gap to Belonging](#) - (Article-AAHA)

### 5. Well-Being

- [Project Wag: Resource and Tools Designed for Veterinary Professional Self-Care](#) –(Zoetis Website)
- [VETVANCE: Personal Wellness and Your Mental Wellbeing](#) – 22:58
- [Veterinary Practice Team Wellbeing](#) - (Guide-AAHA)
- [In Conversation with Jules Benson and Phil Richmond: AI and Wellbeing in Vet Med](#)-37 min (YouTube-AAHA)
- [Wellness Insights for Vet Med Professional and Beyond](#) - (Article-AAHA)
- [The Link Between Healthy Workplace Culture and Optimal Personal Wellbeing](#) - (Guide-AAHA)
- [Strategies for Wellbeing](#) - (Article-AAHA)

### 6. Burnout Risk Indicator

- [VetMed: Tuesday's with Teichberg – Are You Severed](#) – 9:25 (Podcast - Spotify)
- [VGP: Weekly Huddle No.10: Burnout](#) – 2:47 (Podcast - Spotify)
- [How Veterinary Practices Can Thrive Everyday](#) - (Blog-VetLead)
- [Fighting Burnout in the First 5 Years](#) - (Guide-AAHA)

## 7. Authority & Empowerment

- [VetVance: Professional Development à Becoming Me: Passion & Grief Carved My Path To Veterinary Medicine](#) - (Article – VetVance)
- [How Veterinary Leaders Can Influence Change with a Cup of Coffee](#) - (Blog-VetLead)
- [What Energizing and Empowering Veterinary Teams Look Like](#) - (Article-AAHA)

## 8. Collaboration

- [VetVance: Personal Development: Assume Good Intent: Improve Your Workplace Communication With One Simple Trick](#) (Article – VetVance)
- [A New Approach to Collaboration in your Veterinary Practice](#) - (Blog-VetLead)
- [Section 5: Real-World Collaboration](#) - (Article-AAHA)
- [When Veterinary Team Member Don't Get Along: A Practical Playbook](#) - (Blog-VetLead)

## 9. Communication

- [When Veterinary Team Members Don't Get Along: A Practical Playbook](#) - (Blog-VetLead)
- [How Gossip and Poor Communication can Hurt your Veterinary Practice](#) - (Blog-VetLead)
- [Cultural Competency](#) - (Guide-AAHA)
- [Culture Myths That Keep Your Veterinary Team Stuck](#) - (Blog-VetLead)

## 10. Patient Focus

- [The Team Approach](#) (Article – AAHA)
- [Effectively Manage Unhappy Clients in Your Veterinary Practice](#) - (Blog-VetLead)
- [How to Help Difficult Clients Go From Worst to First](#) - (Article – Zoetis)

## 11. Ethics

- [VetVance: Business Skills > Reputation Management](#) – 16:31
- [VetMed: Bits by Leather Brice – What Does Accountability In Your Practice Look Like?](#) - 4:45 (Podcast – Spotify)
- [Enhancing Employee Safety is a Team Effort](#) - (Article-AAHA)

## 12. Growth & Development

- [VetVance: Professional Development > Veterinary Career Options](#) – 23:52
- [The Choice Between Commitment and Compliance in Veterinary Teams](#) - (Blog-VetLead)
- [Developing Veterinary Leaders: A process that works](#) - (Blog-VetLead)

- [How to Create Employee Satisfaction in your Veterinary Practice](#) - (Blog-VetLead)
- [Career Development: Mentorship, Opportunity and Education](#) - (Article-AAHA)

### 13. Innovation

- [VetVance: Get Out Of The Box, Take The Parts and Build Something](#) - (Podcast – VetVance)
- [Does Your Veterinary Team Take Risks or Play It Safe?](#) - (Blog-VetLead)
- [Using AI to Boost Wellbeing in Practice](#) - (Article-AAHA)

### 14. Living The Values

- [VetMed: Weekly Huddle Season 2, Ep 51 – Standards of Care](#) – 2:47 (Podcast – Spotify)
- [How to be Inspired and Engaged Working in a Veterinary Practice](#) - (Blog-VetLead)
- [Engage Your Veterinary Team to Build a Powerful Vision](#) - (Blog-VetLead)
- [What Defines Culture in Veterinary Practices and How to Build Yours](#) - (Blog-VetLead)

### 15. Managing Change

- [VetVance: Personal Development Stress Management In Everyday Veterinary Practice: Effective Strategies](#) - (Article – VetVance)
- [4 Reasons Why Employees Resist Change in your Veterinary Practice](#) - (Blog-VetLead)
- [3 Lessons for Leading Change in Your Veterinary Practice](#) - (Blog-VetLead)
- [Create Sustainable Change in Your Veterinary Practice](#) - (Blog-VetLead)
- [8 Vectors of Organizational Change](#) - (Blog-VetLead)
- [How to Create Insight and Cause Behavior Change in your Veterinary Practice](#) - (Video-VetLead)

### 16. Pay & Benefits

- [VetVance: Business Skills > Joining A Veterinary Practice](#) – 15:25
- [How To Increase Employee Retention In Veterinary Practices](#) - (Article – Zoetis)
- [The Impact of Job Flexibility for Leaders and Team in Veterinary Practice](#) - (AAHA Video)
- [Financial Health, Mental Health](#) - (Article- AAHA)
- [Why Fair Compensation in Veterinary Medicine is Crucial for Team Retention](#) - (Video-AAHA)
- [Following a Formula for Fair Associate Veterinarian Compensation](#) - (Article-AAHA)
- [Fair Compensation: Step 1 on the Journey to Improved Retention](#) - (Article-AAHA)

### 17. Performance & Accountability

- [Bits By Leather Brice: What Does Accountability In Your Practice Look Like?](#) – 4:45 (Podcast – Spotify)
- [Are You Accountable for your Veterinary Team's Future?](#) - (Blog-VetLead)

- [Create A Culture of Accountability in your Veterinary Practice](#) - (Blog-VetLead)
- [Leading Veterinary Teams Beyond the “It’s Not My Job” Mentality](#) - (Blog-VetLead)
- [How Accountability Helps Veterinary Leaders Focus on the Future](#) - (Blog-VetLead)
- [Leading an Important Person in your Veterinary Practice-Yourself](#) - (Blog-VetLead)

## 18. Psychological Safety

- [Success Stories & Lessons Learned: Amy Weaver, DVM](#) – 26:48 (Podcast – Spotify)
- [How to Recognize and Help a Struggling Veterinary Team Member](#) - (Article – Zoetis)
- [Veterinary Visionaries Psychological Health and Safety Guidelines](#) - (Article-AAHA)
- [Good Teams are Key to Retention. But What Does that Look Like?](#) - 3 min (Video-AAHA)
- [Why People Stay: Hiring \(and Keeping\) a Great Team](#) - (Article-AAHA)

## 19. Recognition

- [VetMed: Tuesday’s With Teichberg - I Heart Me](#) – 7:18 (Podcast – Spotify)
- [Beyond Paychecks: Building a Culture of Recognition in your Veterinary Practice](#) - (Blog-VetLead)
- [5 Steps to Effective Team Building you Veterinary Team](#) - (Blog-VetLead)
- [How Recognition Plays a Vital Role in Appreciation and Meaningfulness at Work](#) - (Video-AAHA)

## 20. Resources

- [VGP Season 2, Ep 21: The Power Of Technology](#) – 1:36 (Podcast – Spotify)

## 21. Respect

- [AAHA Culture | MicroCulture](#) - 6:07
- [AAHA Culture | BridgeCulture](#) - 5:05
- [AAHA Culture | MacroCulture](#) - 5:01
- [Healthy Culture, Happy Team!](#) - 1:00
- [When Veterinary Team Members Don’t Get Along: A Practical Guide](#) - (Blog-VetLead)
- [Becoming a Better Coach in Your Veterinary Practice](#) - (Guide-VetLead)

## 22. Role Fit

- [VetMed: Bits by Leather – Right Person, Wrong Seat](#) – 4:36 (Podcast – Spotify)
- [How To Build a Fulfilling Career in Veterinary Medicine](#) - (Blog-VetLead)
- [How to Talk About Role Changes on Your Veterinary Team](#) - (Blog-VetLead)

## 23. Strategic Alignment

- [Bits By Leather Brice: Personal SWOT](#) – 7:15 (Podcast – Spotify)
- [How to be Inspired and Engaged Working in a Veterinary Practice](#) - (Blog-VetLead)



- [Engage Your Veterinary Team to Build a Powerful Vision](#) - (Blog-VetLead)

## 24. Survey Follow-Up

- [VetMed: Making Recommendations](#) – 2:08 (Podcast – Spotify)
- [VetMed: Manager vs. Leader](#) – 1:47 (Podcast – Spotify)
- [The New Manager Playbook](#) – 11:53 (Podcast – Spotify)

## 25. Training

- [Weekly Huddle Season 2, Ep 54: Training Consistency](#) – 2:30 (Podcast – Spotify)
- [How to Run a Productive Team Meeting as a Veterinary Practice Manager](#) (Article – Zoetis)
- [Management Insights: Creating An Effective Training Program with Lauren Davis, CVBL, CCFP](#) – 7:34
- [What Good Looks Like: Training in Your Veterinary Practice](#) - (Blog-VetLead)
- [Controlled Substances 101: How and Why You Must Comply!](#) (RACE Approved CE: 3)

## 26. Trust In Leadership

- [Becoming a Better Coach in your Veterinary Practice](#) (Guide-VetLead)
- [VetVance: Professional Development > Leadership Skills](#) – 17:25
- [3 Things Leaders Do To Shape the Future](#) - (Blog-VetLead)
- [Trust and Leadership in your Veterinary Practice](#) - (Blog-VetLead)
- [Veterinary Practice Team Wellbeing](#) - (Guide-AAHA)
- [iLeadership Development Workshop](#) (RACE Approved CE: 2)

## 27. Trust In Manager

- [What Great Veterinary Practice Managers Actually Do](#) - (Blog-VetLead)

## 28. Work Process

- [VetMed: Tuesday's With Teichberg – Trying Something New](#) – 5:11 (Podcast -Spotify)
- [VetMed: Tuesday's With Teichberg – Running Effective Meetings](#) – 7:44 (Podcast – Spotify)
- [How to Make Veterinary Team Training Work for your Practice](#) – (Blog-VetLead)

## 29. Work-Life Balance

- [VetVance: Wellness/ Wellbeing > On-Call Shifts' Impact On Vet Job Satisfaction, Well-Being & Relationships](#) (Article – VetVance)
- [Veterinary Practice Team Wellbeing](#) - (Guide-AAHA)
- [Work-Life Balance is a Myth](#) - (Blog-VetLead)
- [Lifting Boxes: An Alternative to Work-Life Balance](#) - (Blog-AAHA)
- [The New Balancing Act" Work-Life Balance Can Be Difficult. Seek to Integrate Instead](#) - (Article-AAHA)

### 30. General RACE-approved and CVPM-approved Courses

- [Go From “No” To “Yes” And Turn That Frown Upside Down](#) (RACE & CVPM Approved CE:1)
- [Building Highly Productive Teams](#) (RACE & CVPM Approved CE: 1)
- [iLeadership Development](#) (RACE Approved CE: 2)