



**Questions New Associates Wish They Would Have Asked:**

How do you provide feedback to new associates?

Are there formal reviews (i.e. 60 days, 90 days, annually)?

How would you describe your feedback style?

How would I go about building my caseload?

Are there emergency hours? If so, how long until you expect me to handle emergencies on my own?

What are the types of surgeries that are performed? Which ones are referred?

How long does the average spay or neuter take? How long do you expect it to take a new associate to perform one in that amount of time?

How do you handle when mistakes are made as a new graduate (because you will make multiple small mistakes)? With the client? With the patient? With you as an associate?

How would you describe the clinic atmosphere? Interpersonal atmosphere?

What happens when an associate has questions? Is there someone on call or a way other associates be reached?

How would you describe the leadership style of the clinic?

Who is the primary point of contact if you have concerns and who has authority to make decisions?

What are the long term business plans or goals for the practice?

What opportunities are there for growth?

What is the breakdown of veterinary technicians or veterinary assistants to veterinarians?

What is the surgery schedule - do I have a day or hours each day? Do I cut my own cases or is it based on a schedule (cut other doctor's cases)?

Am I the sole vet in the clinic at times and if so when would that start?

What is the average length of employment for staff?

If I have a different way of treating something or want to use a different drug than you stock are you open to this?

When I am performing a particular surgical procedure for the first time, would you or another veterinarian provide any assistance?