



Mentorship Journey Workbook

My Mentorship Journey

At MVP, mentorship is the central pillar of our culture. We are committed to making sure you have a solid foundation to launch your career. Below is a look at the mentorship journey you will embark on.



1. Find Your Team

- With externships, breakwork, site visits, university events, Student Advocates and dedicated Regional Medical Ambassadors, you can leverage all MVP resources to find THE hospital & team that fits your WHY.

2. Pick Your Mentor

- They will be your guide to help you navigate your early career.
- Ideal mentor: associate veterinarian in your practice with at least 50% overlap of their schedule with yours.
- Your mentor is compensated for their time to ensure mentorship isn't compromised for the sake of production.
- Mentor attends training to learn how to customize mentorship for your goals, needs, and learning style.

3. Attend My Mentorship Journey Summit

- Meet other new and recent grads.
- Go through in-depth emotional intelligence and communication training to help with staff and client interactions.
- Set your first goals that align with YOUR values, priorities, and purpose.

4. Meet Weekly With Mentor

- Stay on track of your goals.
- Navigate rough waters as they come up – you don't have to wait, because one-on-one time is built into your schedule every week.

5. Participate in Weekly MBark Rounds

- Hone your skills in radiology, emergency and critical care, client communication, and work-life integration.

6. Chart The Course

- Join us in an end of the year celebration where you can learn about career path opportunities and plan your next step!

Personal Values

<p>Efficiency</p> <p>Being efficient and managing your time well to deliver to expectations</p>	<p>Practicality</p> <p>Engage in activities which are of practical usefulness to others</p>	<p>Authenticity</p> <p>Expressing oneself in a manner which is true to you</p>
<p>Helpfulness</p> <p>Acting in a manner which is beneficial to others</p>	<p>Decisiveness</p> <p>Capability and speed with decision-making</p>	<p>Reliability</p> <p>Being worth of being depended upon</p>
<p>Objectivity</p> <p>Able to retain a sense of impartiality or detachment</p>	<p>Kindness</p> <p>Having a good or thoughtful nature</p>	<p>Credibility</p> <p>Being worth of being believed in</p>
<p>Dedication</p> <p>Having single-minded loyalty to someone or something</p>	<p>Patience</p> <p>Acting with calmness and without haste</p>	<p>Confidence</p> <p>Being full of assurance, conveying capability</p>
<p>Determination</p> <p>Having a firm or fixed purpose</p>	<p>Discipline</p> <p>Doing what needs to be done</p>	<p>Enthusiasm</p> <p>Having a keen or active interest in things</p>
<p>Humor</p> <p>Being able to laugh at oneself and to share amusing events with others</p>	<p>Honesty</p> <p>Acting honorably in principles, intentions, and actions</p>	<p>Trustworthiness</p> <p>Being worthy of trust, confidence, or reliability</p>
<p>Courage</p> <p>Having the ability to positively face difficulties</p>	<p>Individuality</p> <p>Having a sense of your own person</p>	<p>Compassion</p> <p>Awareness and sympathy for the plight of others, and a desire to help</p>
<p>Persistence</p> <p>Having resolution to complete tasks despite obstacles</p>	<p>Wisdom</p> <p>Having the ability to discern right, truth, and act accordingly</p>	<p>Optimism</p> <p>Taking a favorable view of things</p>
<p>Modesty</p> <p>Being moderate and unpretentious</p>	<p>Passion</p> <p>Having a compelling or intense commitment to things</p>	<p>Uniqueness</p> <p>Honoring the uniqueness of self and others, valuing diversity</p>
<p>Self-Discipline</p> <p>Having control over self, able to push self</p>	<p>Integrity</p> <p>Behaving in accordance with values and ethics</p>	<p>Faithfulness</p> <p>Unswervingly devoted to someone or something</p>



My Top 5 Personal Values

1

2

3

4

5

Priorities

What are your top 3 priorities in each of these areas of your life right now?

Professional

1

2

3



Personal

1

2

3

Connections

1

2

3



Talents

When it comes to being a veterinarian...



What do you love?



What do you dislike?



What scares you?



S.M.A.R.T.

GOALS

S SPECIFIC

The more specific, the better.

"I want to spay a dog in under an hour." **VS** "I want to spay a 75+ lb dog in under an hour."

M MEASURABLE

Where are you at now? What does success look like?

A 75 lb dog spay currently takes an hour and a half. I want to improve by 15 minutes each month.

A ATTAINABLE

Is the goal challenging but reasonable? What barriers are in your way?

In order to improve my time, I will set my surgery tray up the same way every time so that I am not searching for instruments. I will visualize the procedure step by step while I scrub in. I will minimize the size of my incision to cut down on closing time.

R RELEVANT

Is this goal worthwhile? Is it aligned with your values? Why is this a priority for you?

Decreasing surgery time will improve recovery time for my patients. They are less likely to become hypothermic and have anesthetic complications. Patient care is my top priority.

T TIME-BASED

Where are you at now? What does success look like?

A 75 lb dog spay currently takes an hour and a half. I want to improve by 15 minutes each month.

My Goals

Briefly, describe 1 goal you would like to achieve in the next 3 months:

What barriers do you have to overcome? What resources do you have to overcome your barriers?

Who can help you achieve this goal?

USE THE SMART GOALS WORKSHEET ON THE NEXT PAGE BEFORE COMING BACK TO THIS SECTION

After using the SMART goal framework, how might you reword your goal?

What action steps can you take to achieve this goal?

Time to Complete

S.M.A.R.T.

GOALS

S SPECIFIC

M MEASURABLE

A ATTAINABLE

R RELEVANT

T TIME-BASED

My Purpose

A purpose is a statement of intention that is personally meaningful to you and is aligned to your passions, priorities, values, and strengths. It's what you are ultimately working for, and why that's important to you. Your purpose could have aspects from both your personal and professional life

What do you most care about? What gets you out of bed in the mornings?

What difference would you like to see or make for these things?

Consider your values – which are most aligned with your purpose?

Now, let's put it all together with your vision statement. Feel free to edit down what you wrote for the questions above to make your statement flow together.



My Vision

Your Career Vision is a picture of how you would like your career to be in the future. It's an aspirational view that will motivate you to set clear goals to help you achieve this future state. What that actually looks like in terms of a job role, or specifics, might change. What you are aiming for is an overall picture of how you want to work in the future.

What do you want to be known for in the future? How do you want to contribute at your hospital or in veterinary medicine as a profession?

What talents & learning opportunities can help me achieve this vision?

What might be an example of a key achievement you will have made?

Now, let's put it all together with your vision statement. Feel free to edit down what you wrote for the questions above to make your statement flow together.





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