

KCRVTA NEWS



July 2018

KCRVTA Night at Bar K

KCRVTA's first social night at Bar K was a huge success! Hanging out with members and their dogs was relaxing and fun.



Special shout out to Leib Dodell and Dave Hensley of Bar K for graciously hosting KCRVTA. We look forward to hosting more events at Bar K's future location in Berkley Riverfront area.

Check them out at <https://www.barkdogbar.com/>.

Reunion of canine graduates of Maple Woods Veterinary Technology program

Ikigai

(n.) a reason for being; the thing that gets you up in the morning

Check out the newly released AAFP Feline Anesthesia Guidelines. Recommendations are comprehensive—covering the entire peri-anesthetic period.

One highlight was the use of N-terminal pro-brain natriuretic peptide (NT-proBNP) screening for cardiomyopathy. BNP hormone is a product of heart muscle cells. BNP production increases due to excessive stretching and stress on the myocardium. Elevations in BNP correlate with severity of cardiomyopathy.

Are you using Snap Feline proBNP testing in your practice? Please share case histories and experiences with KCRVTA!

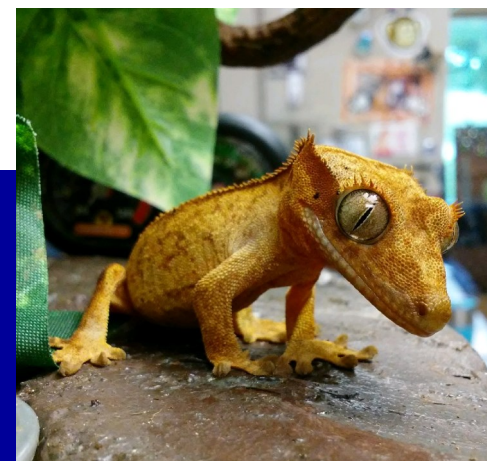
Gratitude and mindfulness. Buzzwords we hear from experts to fend off daily stressors. What do they mean to you? KCRVTA challenges you! For the next 30 days, choose either gratitude or mindfulness. Every day, spend just a minute with the topic. Identify positive things in your life. Focus on a moment, increasing awareness of the self. Share with others how focusing on yourself, just for a moment, changed your perspective!

In This Issue

- Events and CE
- New!
- Deep Thoughts by Natalie Short, RVT
- Self-Assessment

Celebrate Check the Chip Day
August 15, 2018

Great educational video about microchips for clients!
https://www.youtube.com/watch?time_continue=99&v=6K9JLfBQxAg





My Fellow Technicians...

Natalie Short, RVT

We are overworked, underpaid and would love to see that change. It's no secret that technicians complain about long hours, staffing issues, clients, and bosses. Have you ever thought about what role you play in your own success? Like most of us, you probably chose this field because of your love of animals. How far is that from your mind now? Why is it no longer a priority? Perhaps you have roadblocks that are preventing you from fulfilling that passion. If you are experiencing signs and symptoms of burnout then you must decide to take charge of your life and those destructive emotions.

If you want to be treated professionally and compensated accordingly, then you have to model professionalism. If you choose to be lazy, inappropriate and mediocre, you cannot expect merit raises and respect. Consider these factors:

Grievances

- Choose your battles. If you NEED something to change, approach it tactfully. Ask your boss for a sit down, face to face meeting. Come prepared and address topics respectfully.
- For example, frequently staying after hours really bothers you.
 - * Do your research, write things down and come with a constructive plan. Explain why you cannot continue to stay after hours (i.e. home life is suffering, taking a toll emotionally and physically). Speak from a place of concern for yourself, NOT anger, retaliation or frustration. Offer ideas for a solution. If this cannot be resolved, reconsider employment. Do you want to stay in a place that does not care about your wellbeing?
- Your attitude dictates how you want others to interact with you. Think about it...when you are negative and complain, what do others do? They start complaining along with you! When you are happy, positive, and encouraging what happens? Try it and report back to me!

Money

- Do you want more money but are unwilling to further your skills and knowledge? Have you forgotten how to do a blood smear, fecal cytology, nerve blocks or a proper dental cleaning? How can you expect more money if you are unwilling to improve the practice by brainstorming ways to increase revenue, improve medicine and patient care? Attend more than the minimum required CE, learn a new skill, discuss cases with a DVM, review bloodwork and use critical thinking skills! I guarantee mentally challenging yourself will result in higher job satisfaction. If your practice does not value your skills and knowledge...why stay?
- If you want to be paid more, schedule a meeting. Come to the table with your current responsibilities, what you are willing to add or change and provide statistical data. What is your salary compared to RVT's in the state/nation? Define other ways (besides money) that your compensation could be raised. Do your research! Simply stating, "I want a raise because I deserve it" won't likely go over very well.

Your attitude determines your direction.



Clients

- I hear you. We go in with expectations of what an owner should do and when they don't, we judge. Folks, we judge HARD. Stop...it is not our place. Just because someone cannot afford the best care does not mean they do not love that animal. Cut owners some slack. Talk to them and find out what you can accomplish in their current situation. We all have personal issues; I have had to make decisions based on money, it does not correlate with loving my pets less. Those owners that do not have enough money to pay for premium care are already beating themselves up; they do not need you to make them feel worse or not providing your best care because really, every animal deserves your best.

Social Media

- We have a "unique" sense of humor and that's okay; we need levity in our heavy job. Laughter is the best medicine, can lighten the mood, brighten your day and is contagious. Be careful where you draw the line. I have seen disturbing public, social media posts: pictures of pets (did you obtain permission), and nasty rants about clients and fellow co-workers. I recently read a post on Reddit about technicians moving a euthanized dog downstairs to the freezer. They dropped the dog, in a garbage bag, watched it tumble down the stairs and described how hilarious it was. If I have to explain how wrong and ugly this is, change careers today. If you want to be treated professionally, act professional.

Co-Workers

- Don't be a jerk. Remember how you felt when things are rough. Guess what? They have the same feelings. Our field has the reputation for being compassionate, understanding and caring. Do you set a good example or are you a bully?
- Considering the suicide rate in veterinary medicine, it has never been more important to lift one another up. Help them. Teach them. Learn from them. Stop tearing them down. A large portion of my job satisfaction comes from good working relationships. Do we have days when we get on each other's nerves? Absolutely! However, we talk about each other's strengths, encourage and support one another and apologize when necessary.

My 20 years in the field have been filled with ups and downs; I have worked in many areas of veterinary medicine and still love my job. It is an active choice to be fulfilled and nurture the satisfying parts of my career.

The field of veterinary technology is physically and emotionally challenging, BUT, it is constantly evolving and you have the capacity to grow with it. You don't have a job, you have a vocation and an opportunity to make a difference for each patient and owner. Also, don't forget to reach out to share your successes and struggles. There are many, including myself, who would be glad to have a coffee and conversation anytime!

Finally, we are loyal people...almost to a fault. If you are not happy, take a leap of faith and move on. There are many places that are looking for RVTs, will utilize them, pay them well and treat them professionally. Advocate for yourself in a constructive way, even if that means making a move to a clinic that will appreciate and uplift you. Just remember that your job satisfaction starts with a thorough, honest, get real self-reflection.

***Your attitude is like a price tag,
it shows how valuable you are.***



Time to take inventory!

Do you feel...

Chronically stressed, fatigued, detached, anxious, angry, irritable, depressed, cynical, pessimistic, physically and emotionally exhausted, apathetic

Do you have...

Difficulty concentrating, appetite loss, unhealthy habits, decreased interest in social activity, chronic illness such as headache and cold, overall negative attitude

Be honest.

Denial is another sign of

The word "Burnout" is written in a large, bold, black serif font. The letter 'o' is replaced by a graphic of a person sitting on a hot, glowing orange and yellow surface, with smoke rising from the person's head, symbolizing burnout.

Burnout

Burnout is much easier to prevent than reverse. Taking time for self assessment is critical in recognizing emotional and behavioral patterns leading the burnout. Dr. Karen Willing provided KCRVTA members with simple tools individuals can use to monitor their stress levels. Taking a few minutes every month to complete a burnout inventory and professional quality of life scale can help anyone recognize downward trends.

Abbreviated Maslach Burnout Inventory

<https://nbpsa.org/images/PRP/MaslachScoringAbbreviated.pdf>

Compassion Satisfaction and Compassion Fatigue (PROQOL)

http://proqol.org/uploads/ProQOL_5_English.pdf

You can't pour from an empty cup...

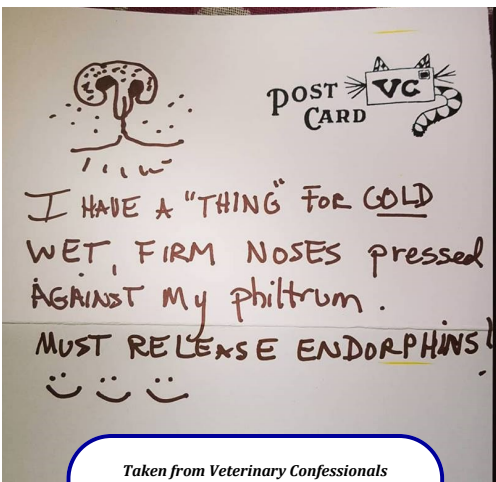
Remember to take care of yourself.

Congratulations!

Veterinary Technology Graduates!

Best of luck on the VTNE!

It is a beautiful thing when a career and passion come together.



Thank You!

To Hannah and Shelley for having some AMAZING raffle items for the Bar K event!

A special shout out to KCRVTA members staffing the KCRVT booth at Fetch!

If you have a special talent or idea, please reach out! We want you to be part of KCRVTA!

UPCOMING EVENTS

Aug. 9th
BluePearl, OPKS

Aug. 17th-20th
Fetch!, KCMO

Sept. 23rd
Heatstroke, TBD