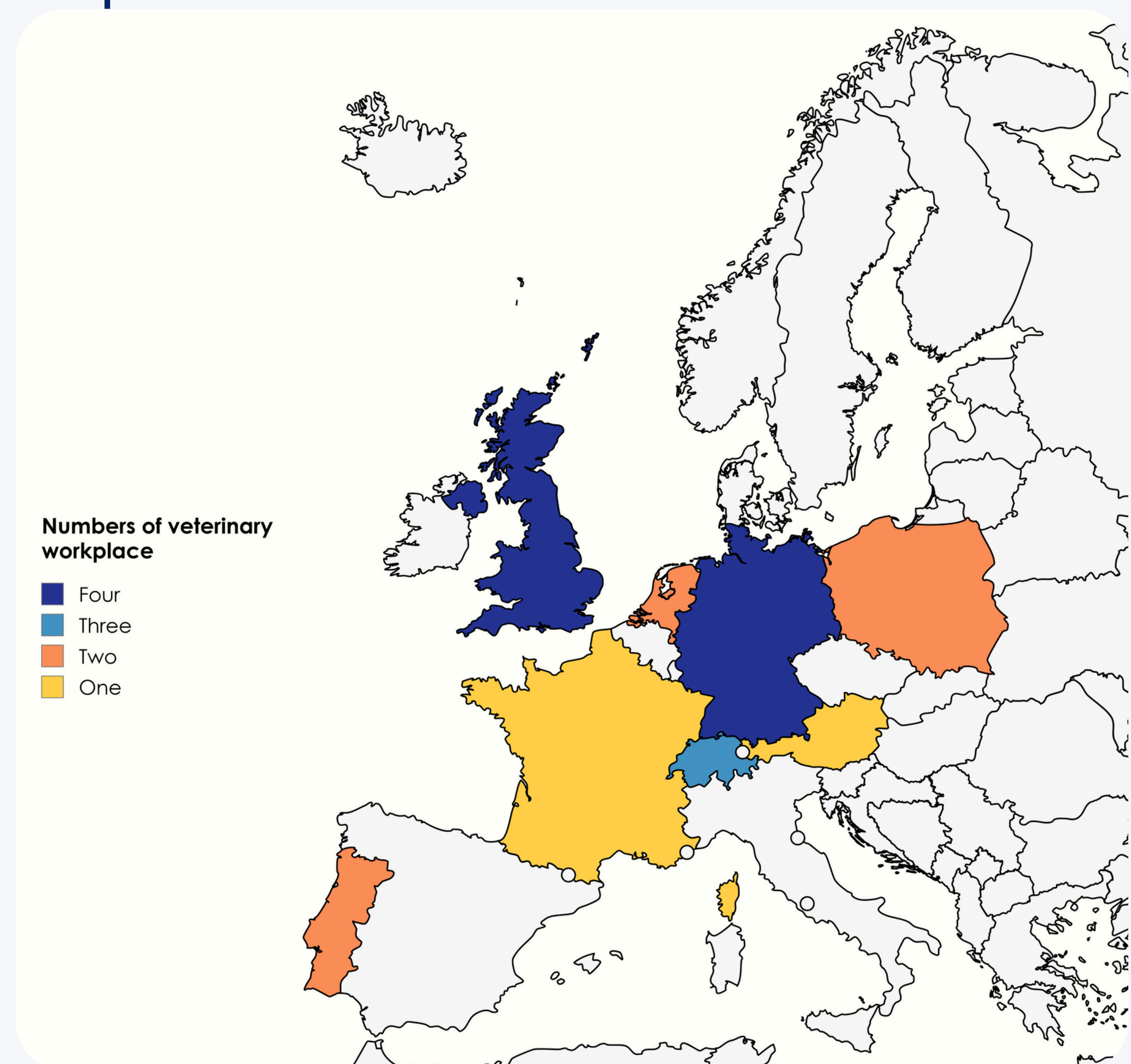


Workplace Coaching Voucher programme

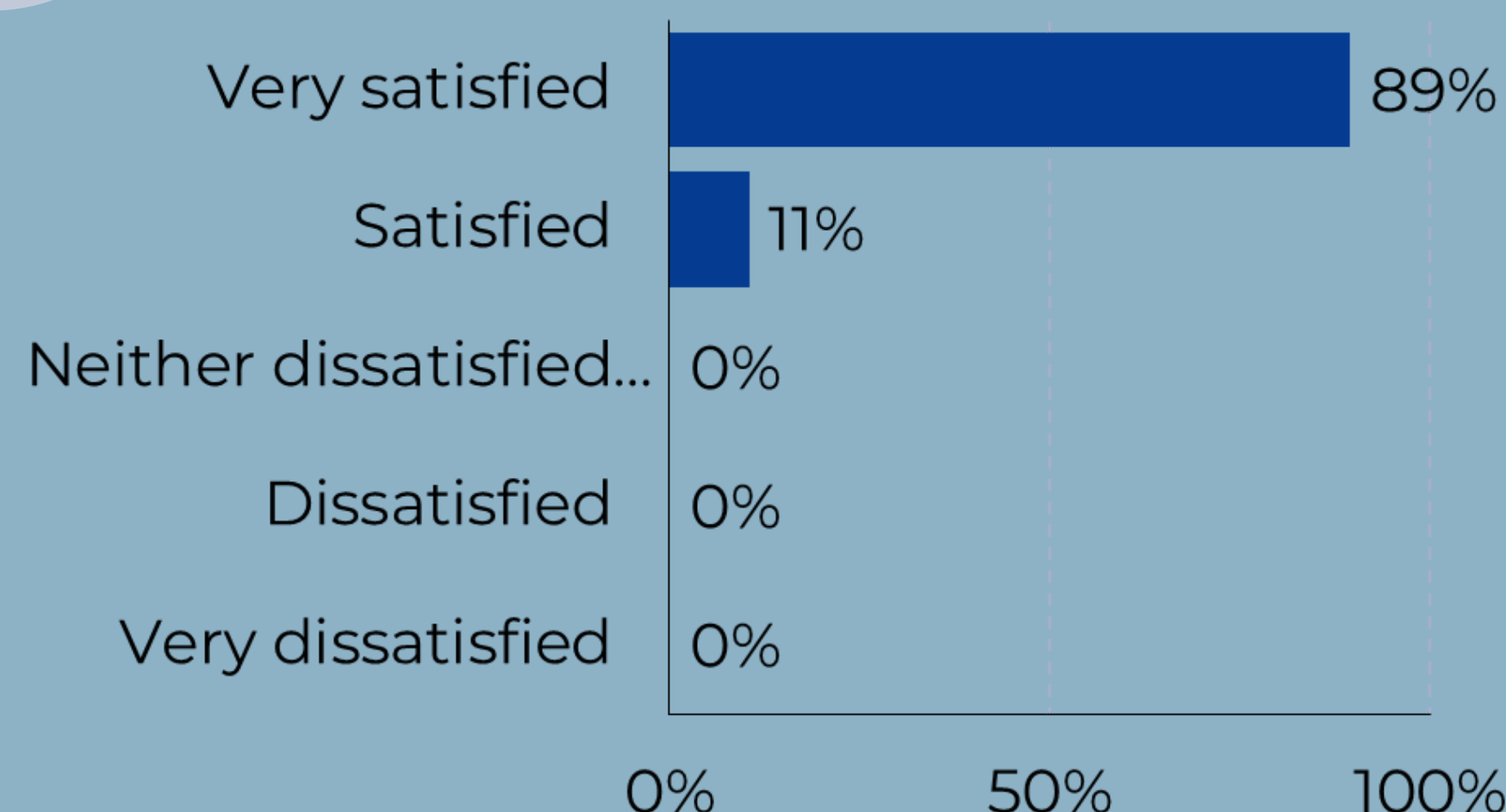
In the past decade, research indicated that veterinarians from all sectors of the profession face high levels of stress, which contribute to burnout and adversely affect the quality of care they deliver. FVE, with the generous support of the Zoetis Foundation, offered veterinary workplace coaching vouchers across Europe to alleviate the burden and evaluated its impact.

Overview of coaching sessions in 2024

In 2024, with a grant from the Zoetis Foundation, FVE supported 19 veterinary workplaces with coaching vouchers across Europe. This poster provides overview of participants' replies to the pre- and post evaluation survey. Both surveys consisted of 10 questions.



Overall satisfaction

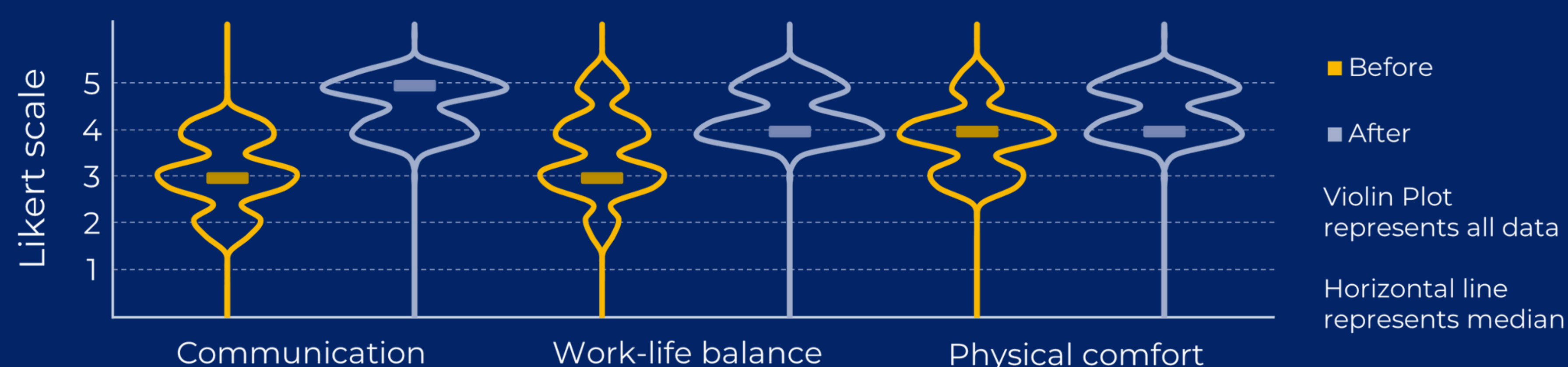


Overall, almost 90% of the participants were very satisfied with the coaching session, and 26% declared spontaneously that more activities like the coaching would be beneficial for their organisation.



Feedback and progress

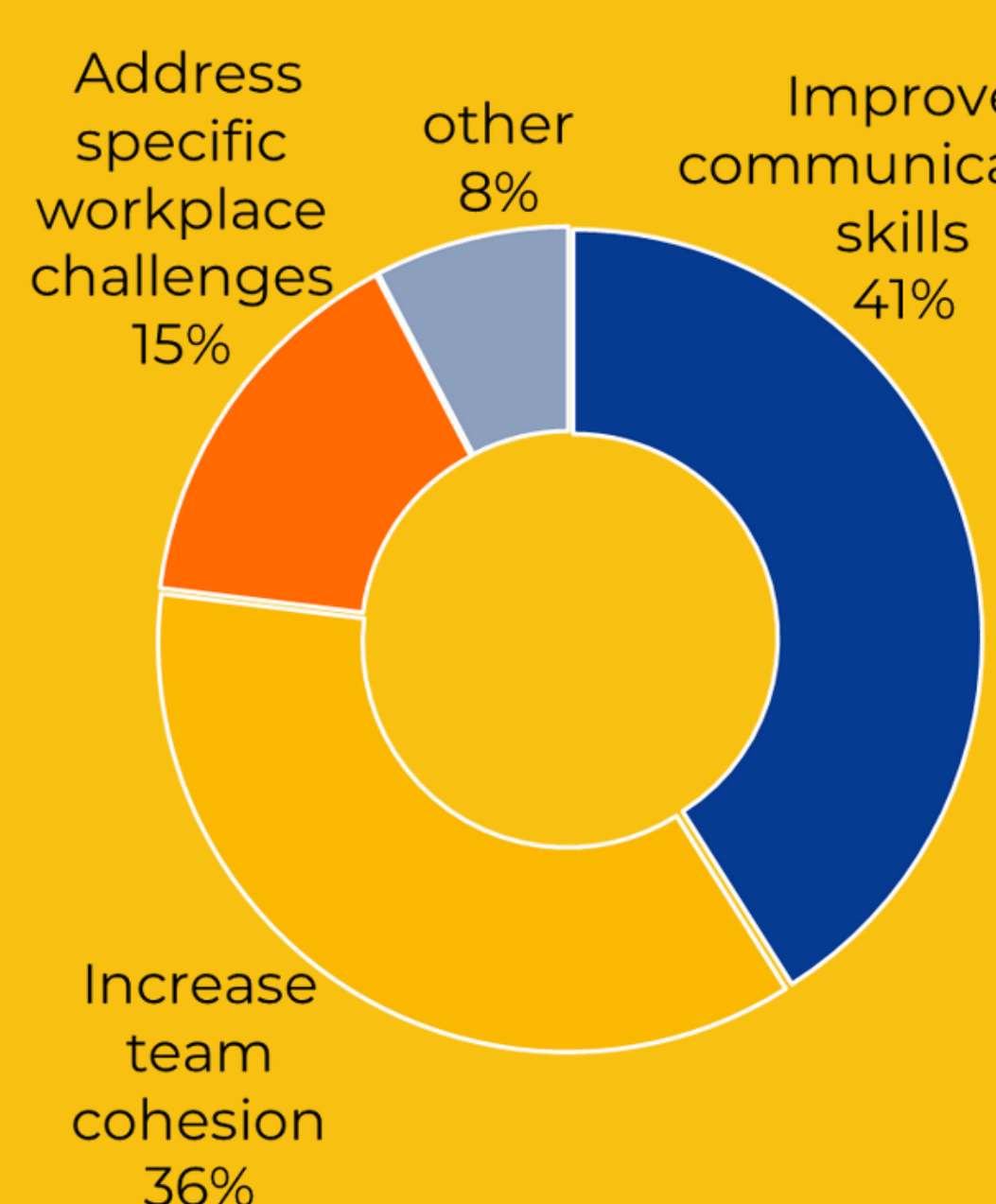
The feedback from the coaching sessions showed that goals and objectives were further defined and allowed major improvements in communication. The work-life balance and physical comfort.. improved, too. Participants stated that they made significant progress in the areas they wanted to develop and successfully addressed their challenges thanks to the coaching sessions.



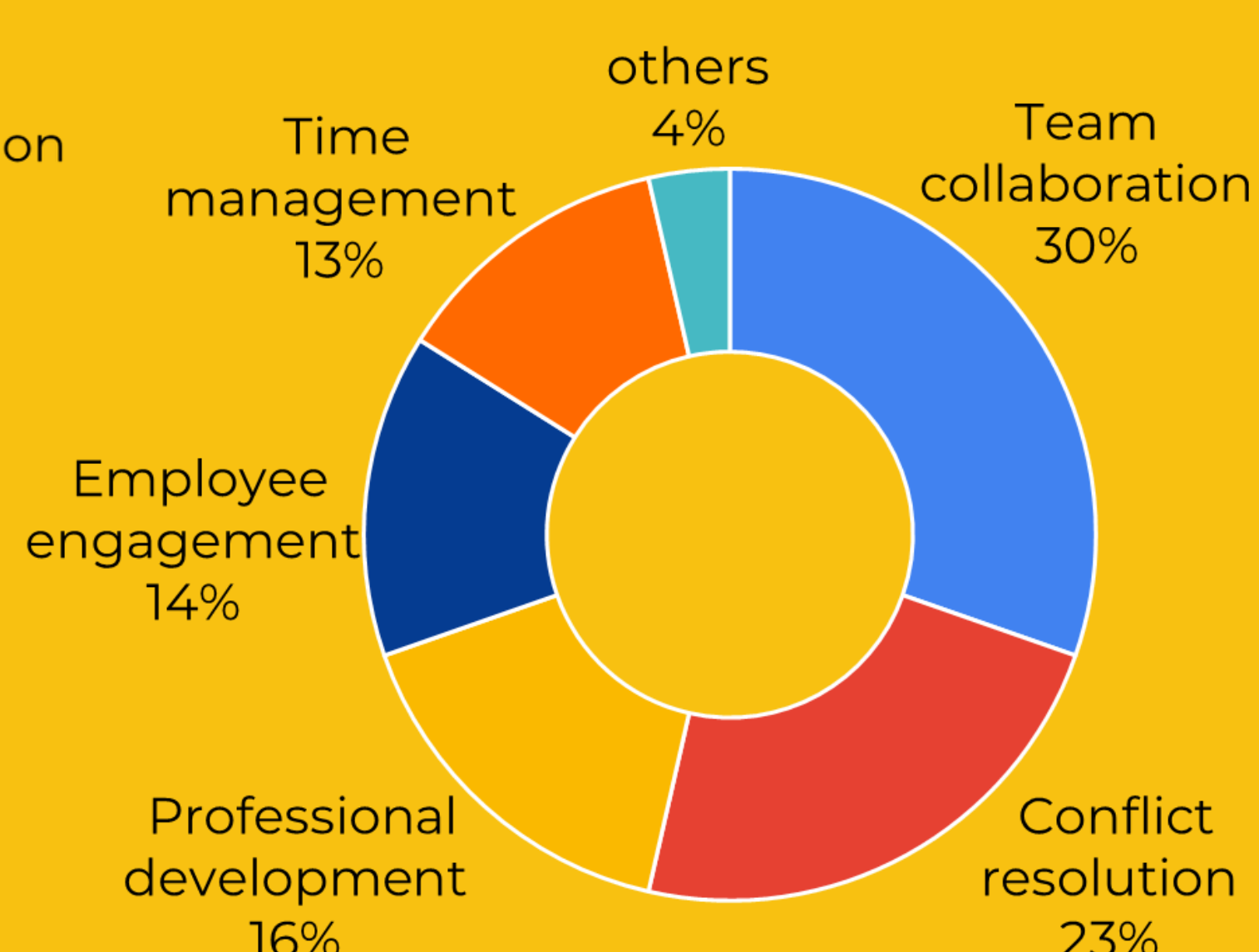
Before the coaching

Before the coaching, 58% of the participants had already participated in at least one similar coaching, and 90% of them demonstrated no concerns about the coaching process. Participants expected improvements mainly in communication (41%) and team cohesion (36%) and hoped to enhance team collaboration (30%) and conflict resolution (23%).

EXPECTATIONS FOR THE COACHING

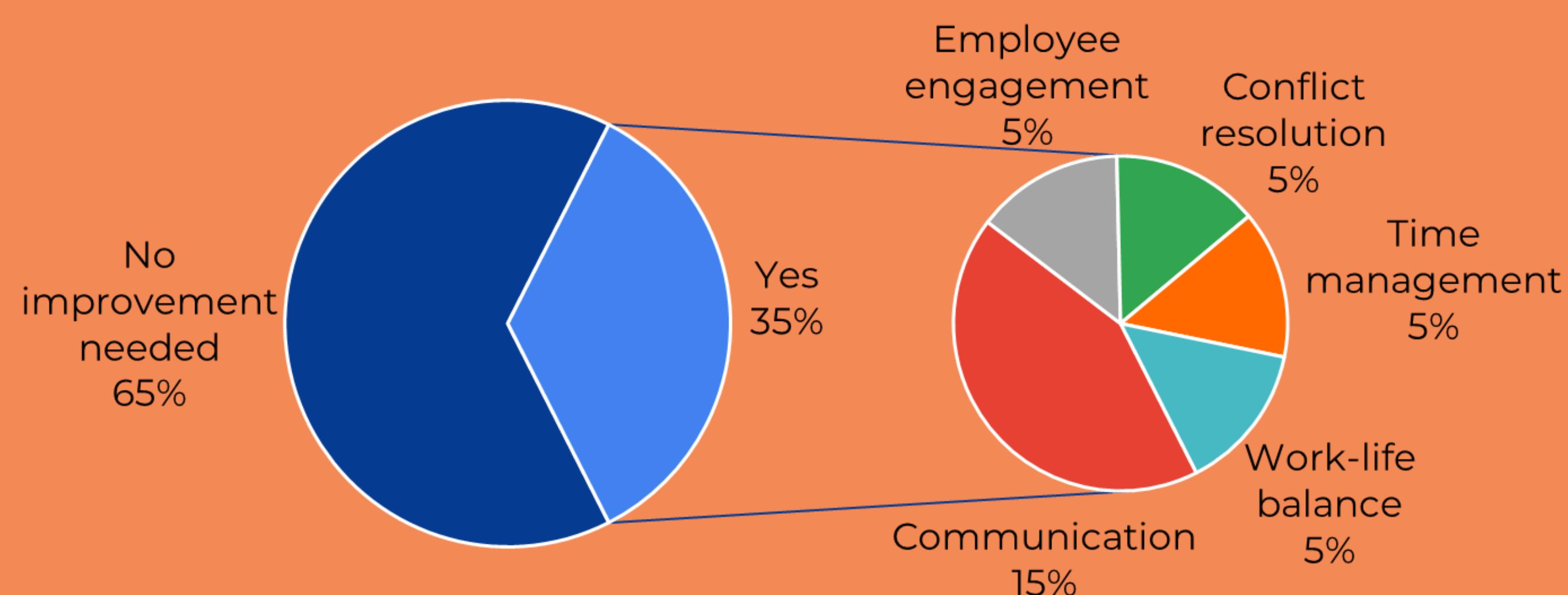


AREAS TO IMPROVE



After the coaching

After the coaching, no more improvement was needed, according to 65% of the participants. However, 35% of participants acknowledge that some areas still needed improvement, such as communication.



Outlook: Workplace coaching voucher programme in 2025

The workplace coaching programme will continue in 2025 with two application periods (Jan-June, July-Dec). Twenty-five percent of the voucher will be allocated to non-clinical workplaces, except if the quota is not reached. The vouchers are capped at 2000 Euro.

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