



CHAOS TO COHESION

Six Relational Shifts
That Strengthen Teams

Michael Walker & Rebecca Rose

CO-AUTHORS • SPEAKERS • TEAM DEVELOPMENT EXPERTS





Rebecca Rose, RVT

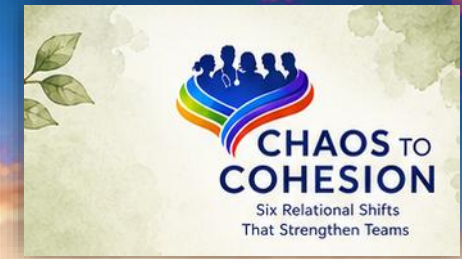
Rebecca brings RVT wisdom, leadership energy, and real-world veterinary team experience to every session. She has a gift for turning experience, empathy, and team insight into practical tools that help people feel heard, supported, and ready to lead.



Michael Walker, Q.Med

Michael is the conversation coach in the room — part mediator, part leadership guide, and part professional “let’s talk about the thing everyone is avoiding” enthusiast.

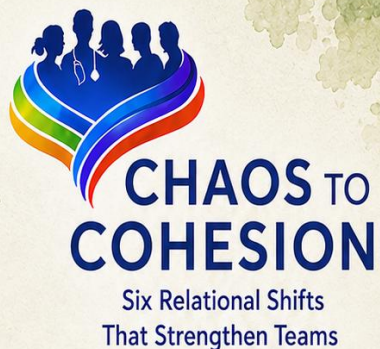




SHIFT 5

WELLBEING

The Nutrients That Sustain the Team



— SHIFT **5** —

WELLBEING

The Nutrients

Wellbeing sustains capacity.

Recovery restores the energy
teams need to thrive.



STRONG ROOTS. STRONG TEAMS. BEAUTIFUL RESULTS.

Six Relational Shifts That Strengthen Veterinary Teams

SHIFT 5 WELLBEING

Clear Ownership That Strengthens
Consistent Action



Trust
The Soil



Communication
The Roots



Commitment
The Trunk



Accountability
The Fiber



Wellbeing
The Nutrients



Results
The Bloom

The 6-session arc



Today we build the trunk: the place where clarity becomes aligned action.



Trust creates safety. Communication creates clarity.
Commitment creates alignment. Accountability protects follow-through.
Wellbeing sustains the team



SHIFT 5 - WELLBEING

The Personal 6-Shift Worksheets
continue as the through-line.

Each session.
One shift. One Focus.
One Celebration.



PERSONAL WORKSHEET

Results Are the Bloom

The bloom is what everyone sees. The roots are not. Yet the roots create everything the bloom becomes.



TRUST
The Soil



COMMUNICATION
The Roots



COMMITMENT
The Trunk



ACCOUNTABILITY
The Fiber



WELLBEING
The Nutrients



RESULTS
The Bloom

Use this worksheet to identify one relational shift that matters now, translate it into a clear 30-day commitment, and notice the difference it makes for the pet, the pet owner, the veterinary team, and the hospital.

NAME _____

ROLE _____

HOSPITAL OR ORGANIZATION _____

DATE _____



Wellbeing supports sustainable performance and resilience

Veterinary teams cannot give endlessly from an empty system.

Wellbeing is capacity, not luxury.



Why wellbeing makes accountability sustainable



Accountability asks people to own impact;
wellbeing helps people keep the capacity to do that well.



ACCOUNTABILITY

protects standards



WELLBEING

protects capacity



RESULTS

become sustainable



Why wellbeing matters.....



Sustainable teams do not avoid hard work.
They recover well enough to keep doing meaningful work
What does meaningful work mean to you?



They are often discussed together, yet they are not the same....



**Compassion fatigue
often sounds like:**

“I can’t stop thinking about that case.”

“I feel emotionally exhausted.”

“I used to feel more connected than I
do now.”

“I care so much it hurts.”

**Burnout often
sounds like:**

“This schedule isn’t sustainable.”

“We are constantly understaffed.”

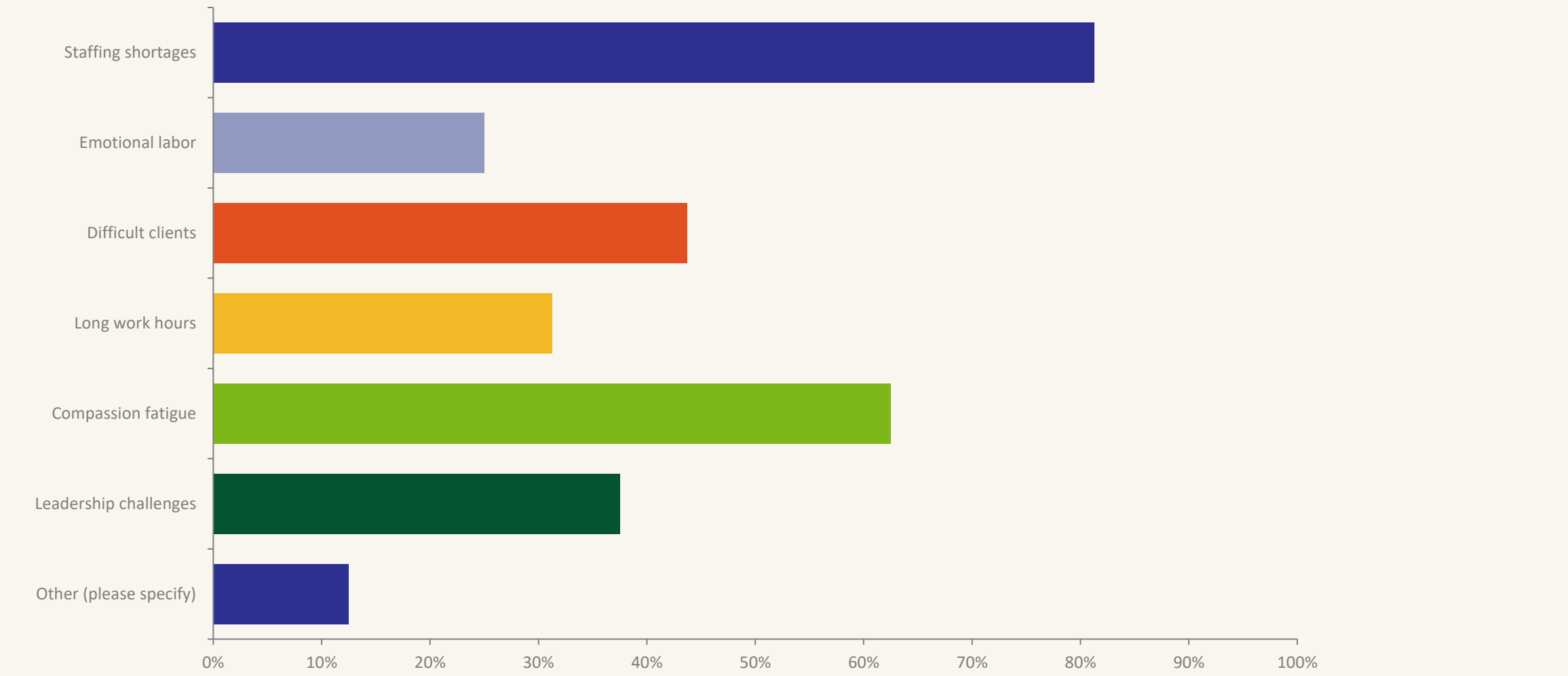
“I’m doing the job of three people.”

“This system is not supporting us.”

Neither is weakness. Both are signals that demand has exceeded recovery.



What contributes most to stress and burnout within veterinary medicine?



EXERCISE 1



What have I been sweeping under the rug?

Think about the past two weeks.

Write

What situation lingered longer than expected?

What interaction stayed with you?

What stressor are you still carrying?

Consider

What support, conversation, pause, or recovery opportunity might have helped?



THE WELLBEING SHIFT

From depletion to sustainability.



From constant urgency to intentional pacing.
From individual coping to shared support.

Sustainable teams recognize that recovery is not a reward, it is a requirement.

Before asking “Can I do more?” pause and ask five foundational questions. Have I.....



Sleep

restores emotional regulation



Hydration

influences cognition and mood

Movement

helps regulate stress



Connection

reduces isolation

Pausing

creates recovery



Safe teams allow people to ask for help, acknowledge limits, clarify priorities, share concerns, and request support.

What could this sound like?



“How are you holding up?”

“What feels most important right now?”

“How can I help?”

“Let’s prioritize together.”

“Thank you for handling that.”

Wellbeing is capacity, not luxury.



EXERCISE 2

My Recovery Plan

Choose one nutrient that needs attention.



Choose one

- ☐ Sleep
- ☐ Hydration
- ☐ Movement
- ☐ Pausing
- ☐ Connection

Write

What is one realistic action you can take this week?

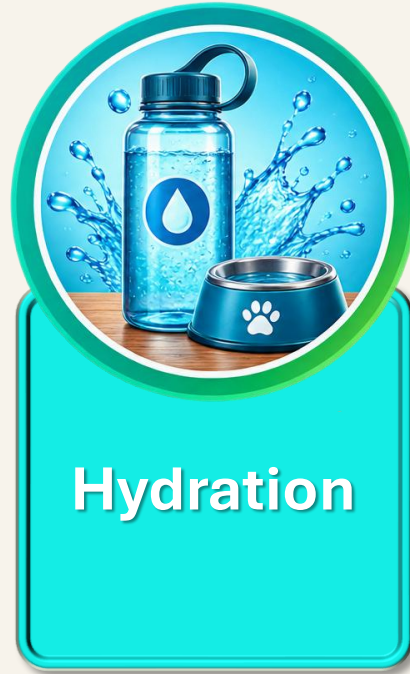
What obstacle may interfere?

What support would increase your success?



**Wellbeing is not separate from performance.
Wellbeing fuels performance.**

Sustainable teams balance these.



Wellbeing is built through repeated small choices, together



What could that look like for you?

- brief reset between appointments
- protecting lunch breaks
- clarify priorities earlier
- ask for help sooner
- communicate capacity honestly
- offer support more often





The 30-Day Wellbeing Commitment

Choose one behavior
to strengthen over the next 30 days.



My wellbeing commitment

What this looks like in practice

How I will know it is helping

The question is no longer: “Are we productive?”
The question becomes: “Are we sustainable?”



HANDOUT INTEGRATION



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CHAOS TO COHESION
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OUR TEAM SMART GOAL

TURNING OUR FOCUS INTO ACTION

RESULTS ARE THE BLOOM

The roots create the bloom.



TRUST
The Soil



COMMUNICATION
The Roots



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The Trunk



ACCOUNTABILITY
The Fiber



WELLBEING
The Nutrients



RESULTS
The Bloom

Use this worksheet together to choose one shared focus, define the team behavior that will move it forward, and create a visible 30-day plan for action, support, accountability, and celebration.

TEAM OR DEPARTMENT

VETERINARY HOSPITAL OR ORGANIZATION

FACILITATOR

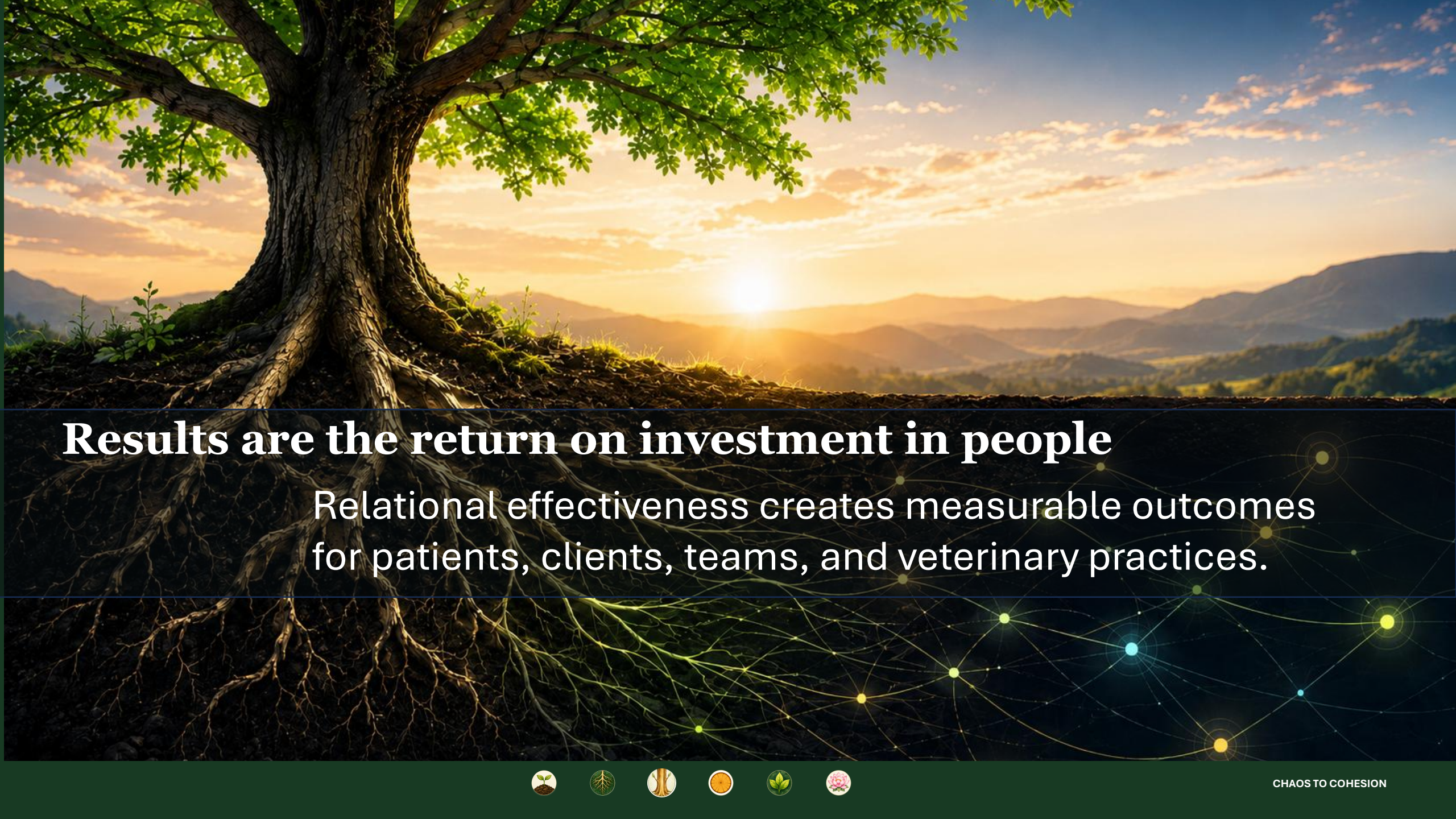
DATE







WHAT'S BEEN MOST VALUABLE?



Results are the return on investment in people

Relational effectiveness creates measurable outcomes for patients, clients, teams, and veterinary practices.



From Wellbeing to Results



Next session: RESULTS

Together, the
first five shifts
produce results.

The 5 Shifts strengthen follow-through together
(Trust, Communication, Commitment,
Accountability and Wellbeing)
and produce Results

