

Review Template for Associate Veterinarian

Instructions: For multirater reviews, have all reviewers complete Section 1. The manager will collect all review forms and then complete Section 2. For a single-rater review, the reviewer completes the entire form.

Team Member Name _____

Evaluation Period _____ Due Date _____

SECTION 1

Client Relations	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Clients respond positively to team member		
Effectively manages distressed clients		
Deals with clients quickly and efficiently		
Effectively educates clients		
Has good phone manner and skills		
Clients follow veterinarian's recommendations		

Knowledge Base	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Has extensive understanding of the veterinary sciences		
Has extensive understanding of animal handling, care, behavior, and breeds		
Knows practice policies and procedures		
Is proficient in computer skills		
Has desire to learn		
Completes required and requested continuing education		

Teamwork	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Has a good attitude		
Cooperates		
Does not avoid any aspect of job		
Supports other team members		

Personal Skills	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Communicates effectively		
Is efficient, productive, and accurate		
Is punctual and dependable		
Maintains composure		
Is responsive to feedback		
Takes initiative		
Exercises good judgment		
Can multitask		
Maintains a professional, presentable appearance		

Follows instructions		
Maintains professional licensure and insurance		

Animal Handling	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Has good animal handling and restraint skills		
Manages aggressive animals effectively		
Administers medications and treatments properly		
Successfully applies bandages, dressings, splints, and casts		
Effectively provides basic life support when needed		

Laboratory	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Accurately completes laboratory tests		
Takes diagnostic radiographs		
Safely collects samples for analysis		

Surgical Skills	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Is an effective surgeon: quickly, cleanly, and competently resolves surgical issues		
Safely administers anesthesia		
Successfully monitors anesthetized patients		
Successfully performs dental procedures		

Diagnostic Skills	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Correctly and efficiently identifies medical, surgical, and behavioral issues of patients		
Correctly and efficiently identifies needed diagnostic testing		
Correctly and efficiently identifies needed surgery and treatments		

Office Management	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Maintains a clean working environment		
Maintains thorough and accurate records		
Effectively manages inventory		
Properly prepares and dispenses medications		

Practice Management	MEETS EXPECTATIONS	DOES NOT MEET EXPECTATIONS
Successfully trains, directs, and supervises technical and kennel staff		

Name Three Goals to Work Toward

NAME OF GOAL	PERFORMANCE/METRIC

Comments

- Offer positive and negative examples of performance.
- Offer examples of character and teamwork.
- How is this team member a role model for others?
- What areas of development do you recommend?

SECTION 2

Goals for Last Period

NAME OF GOAL	RELATED ACCOMPLISHMENTS	GOAL COMPLETED? (YES/NO)

Summary

Attendance satisfactory? YES NO

Overall evaluation of team member's performance based on all responses:

Team member's strengths:

Areas that need to be addressed or improved for team member to continue in current position:

Development Goals

NAME OF GOAL	ACTION ITEMS	PERFORMANCE/ METRIC	ACCOMPLISH BY DATE

Next Review Date _____

Signature of team member indicates receipt of appraisal. It does not necessarily indicate agreement.

Team Member Signature Date

Supervisor Signature Date