



WELCOME TO VETPOWERMENT

Get ready for a new adventure in continuous improvement, both for you and your practice.

VetPowerment is an easy-to-use, cloud-based solution that allows you to regularly give your input about your colleagues, managers, and your organization itself. In turn, you can see input others have for you in a whole array of categories and metrics.

The most valuable resources in your organization are neither its products nor its services. That's right! The most valuable resource is **YOU**. Without the continuous efforts employees provide to clients and peers, your organization cannot be successful.

At VetPowerment, we believe that effective communication and a positive work environment will make a huge difference in everyone's lives. With VetPowerment, you will have the tools to achieve this!



VetPowerment™
by Vetoquinol
EMPOWER YOUR TEAM

HOW WILL IT WORK?

The VetPowerment system is, at its core, a sequence of micro-surveys. These help the different teams in the organization find areas of opportunity so they can make positive changes that will affect the whole employee experience.



Each week, you'll receive an email with a link to answer 7 to 10 questions.



The questions are different every week.



You can answer these from any computer or mobile device.



The questions are either about your organization or about people you often interact with at work.



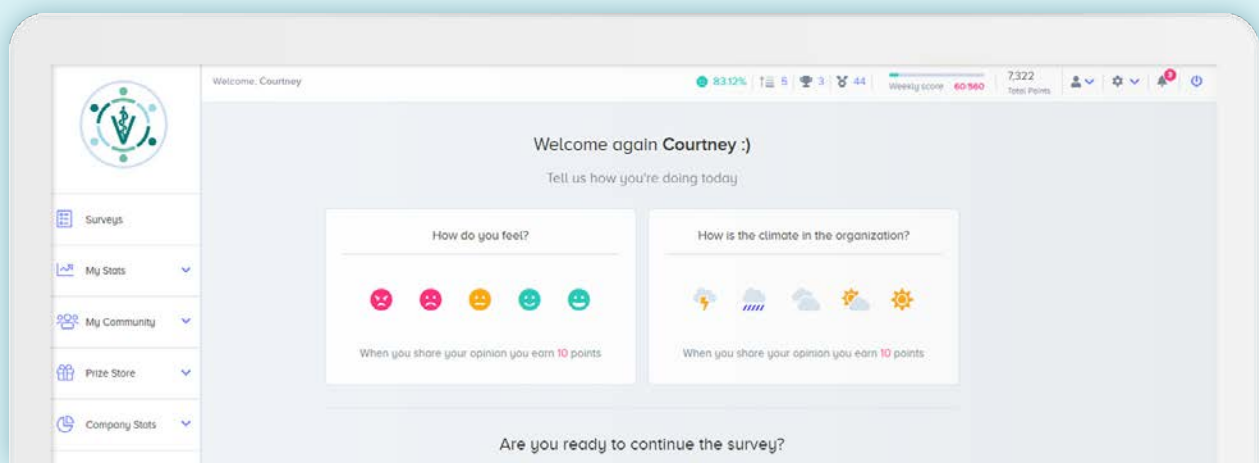
Unless otherwise clearly specified, the questions are 100% anonymous. No one will know what you answer.



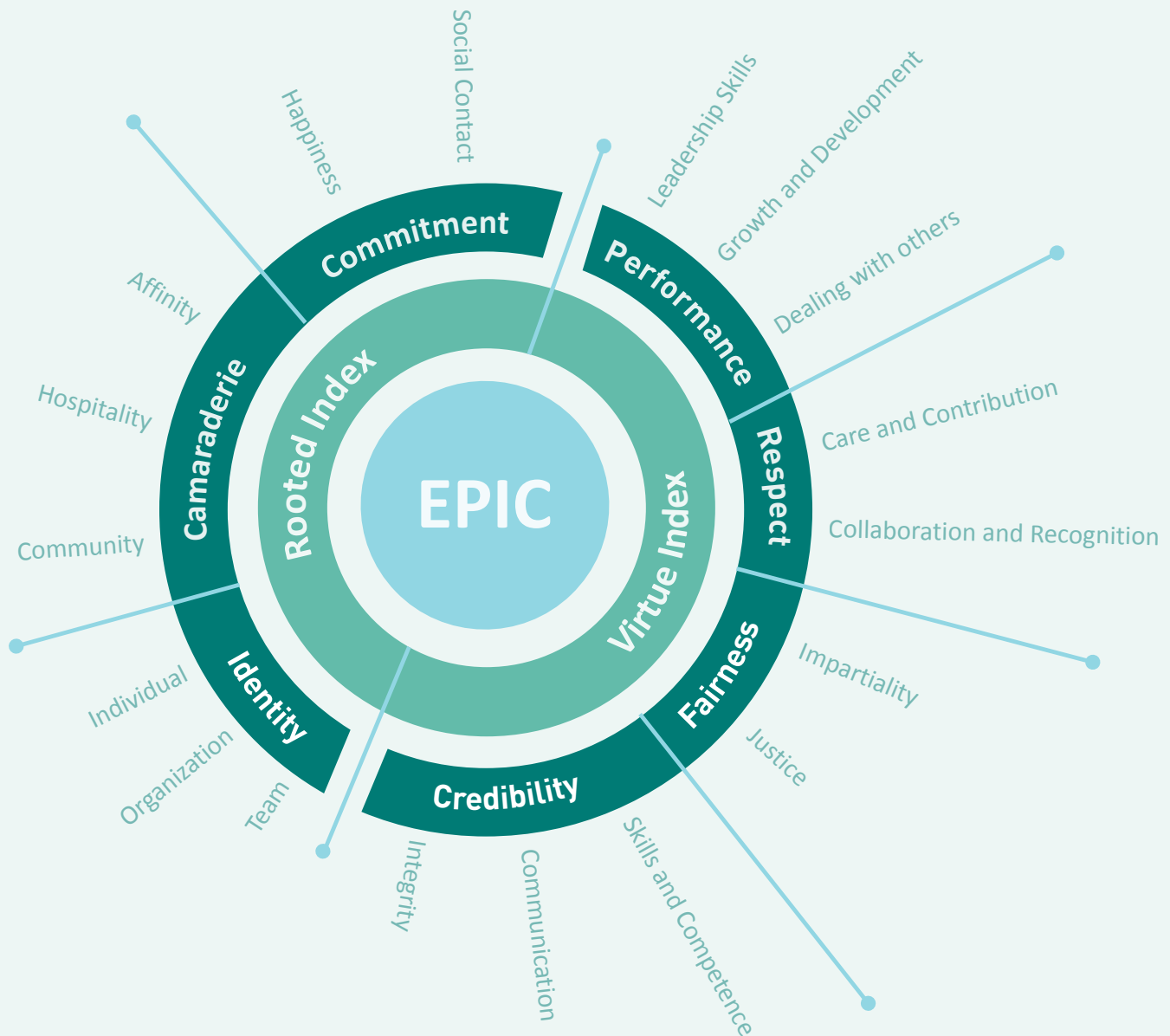
The whole process will only take you between 2 and 5 minutes.



Answering these questions is quick, easy, and fun.



WHAT DOES VETPOWERMENT MEASURE?



CREDIBILITY

This category measures how people perceive you, as well as the organization, when it comes to the consistency between what you say and what you do.

RESPECT

This category evaluates how others perceive your level of growth, the recognition you give to other people, and how both you and the organization treat others.

INDIVIDUAL PERFORMANCE

This category shows how people perceive your professional and personal development.

IDENTITY

This category measures the level of pride you have for your organization, your work, and your team.

VIRTUE INDEX

This index is obtained by taking the average scores of Credibility, Respect, Fairness & Work Commitment. The higher the index is, the more virtuous you are considered by your teammates, and the more people in the organization trust you.

ROOTED INDEX

This index is the average of the scores of Identity, Camaraderie, and Individual Performance that each individual has. The higher this index, the more rooted and identified you are perceived as being in your organization, your team, and your job.

MOOD INDEX

The Mood Index measures all your accumulated answers of the Daily Mood pulse checks. All these answers are recorded anonymously in order to determine your overall general happiness within the groups you belong to.

FAIRNESS

This category measures your level of equality and fairness regarding equal treatment, lack of favoritism, and justice when interacting with others.

CAMARADERIE

This category allows us to see your interactions with others, your level of fraternity, hospitality, affinity, and fellowship.

WORK COMMITMENT

This category measures your level of commitment as perceived by people who work with you.

EPIC INDEX™

EPIC stands for Employee Perceived Image of the Coworker. It's the index that measures the overall workplace climate and the average of all the other categories mentioned above. The EPIC Index™ is your overall score in the system.

CLIMATE INDEX

This index gives you a measure of your overall answers regarding how you perceive the organization's workplace climate. It measures how relaxed or tense the vibe feels to you.



THE IMPORTANCE OF ANONYMITY

An anonymous survey gives you and your teammates confidence to voice your opinions without being identified. Capturing honest feedback is important for any organization. We take your anonymity very seriously.



5 FACTS ABOUT YOUR ANONYMITY

1 Unless otherwise clearly specified, your answers are always anonymous.

2 Management cannot find out how each individual team member responded.

3 VetPowerment hides scores and statistics until a certain number of responses is collected.

4 Depending on your organization's settings, comments to the questions may or may not be anonymous. Whichever the case, it will be clearly specified.

5 Suggestions are NOT anonymous. Management needs to be able to follow up on a good suggestion. Remember to always be professional.



PARTICIPATE AND WIN!

VetPowerment is not only powerful and useful, it's also fun! Your participation is encouraged and appreciated! You can earn Badges, Trophies, Points, and Stickers that will make you want to participate week after week.

EARN POINTS



When you answer the weekly survey



When you answer the Daily Mood pulse survey



When you answer the Daily Climate pulse survey



When you combine certain Badges into special Trophies



When your peers recognize you and award you extra Points!



If your organization has opted to enable the Prize Store, you'll soon be able to trade your points for awesome prizes and benefits. Participate every week and win!

RECOGNIZE YOUR TEAMMATES AND PEERS!

Peer recognition is one of the most important motivators and drivers of a great culture. You can now recognize your coworkers with over 50 different virtual Stickers and additional points.



PROFESSIONALISM



COGNITION



PHILANTHROPY



PERSONALITY

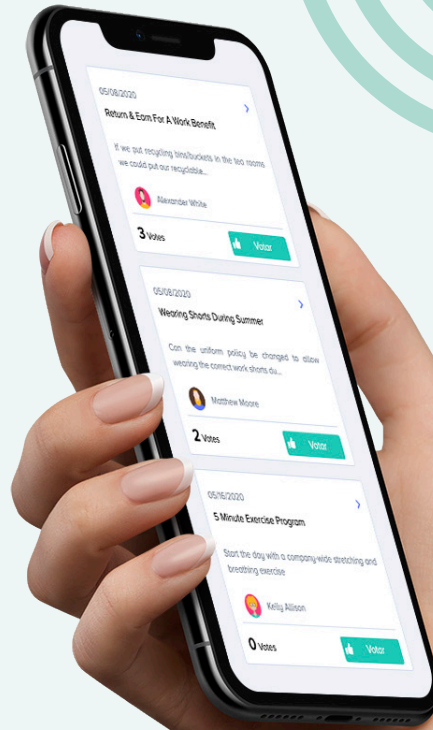


LIFE BALANCE



SHARE YOUR IDEAS AND SUGGESTIONS

VetPowerment includes an interactive Suggestion Box where you can share your valuable ideas with the rest of the organization. It's interactive because everyone can vote on your suggestions. It's your chance to let the management know what you think is important, and also to show how many people agree. It's a great way to be heard and to work together toward something people want implemented.



If you have any further questions, contact your practice's Human Resources staff.



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