

## Q11 What are the 3 most important things to you when looking for a place to work?

Answered: 352 Skipped: 88

#	RESPONSES	DATE
1	use of knowledge and skills, responsibility, getting along with team members	1/3/2018 12:49 PM
2	Good management, team environment, wage to match cost of living	12/29/2017 3:36 PM
3	Standard of Practice, Staff Cooperation, Wage	12/27/2017 10:21 PM
4	good communication, rate of pay, flexibility (kids)	12/27/2017 11:34 AM
5	opportunity to advance and grow including the practice of excellent medicine, the team I work with, financial opportunities (wages and benefits)	12/27/2017 10:47 AM
6	Environment, use of skills, wages	12/19/2017 9:37 PM
7	location, wage, life/work balance	12/19/2017 9:29 AM
8	Respect among all colleagues no matter what title, team attitude where everyone has a common goal & work well together, clear & timely communication & management among all levels of staff.	12/19/2017 12:24 AM
9	Salary, working conditions (eg. appropriate staffing levels, hours, respect), and quality medicine	12/16/2017 4:19 PM
10	Wage, staff and workload	12/15/2017 2:08 PM
11	Wage, a boss and doctors I can trust, and schedule	12/15/2017 1:16 PM
12	People who work well together people who care about their job and the animals in their care	12/15/2017 11:07 AM
13	Level of medicine, work environment, pay	12/11/2017 8:05 PM
14	Progressive practice and work environment	12/11/2017 5:16 PM
15	Strong/positive team, clinic manager not associated with owning and profiting from the clinic, strong and fair compensation, no push to make profit (sorry that was 4)	12/11/2017 1:19 PM
16	Work environment, benefits, wage	12/11/2017 6:38 AM
17	Co workers that are a great team, supportive management and flexibility	12/10/2017 10:43 PM
18	Clinic that has same philosophy as myself to practicing medicine, high standards (AAHA),pay	12/10/2017 9:17 PM
19	Quality if care, wage, team dynamic	12/10/2017 5:37 PM
20	Excellent medicine, great team, able to make a contribution and use my skills while developing new ones	12/10/2017 4:25 PM
21	Environment, standard of care, location	12/10/2017 4:23 PM
22	Wage/benefit package, the ability to use my skills and be appreciated for them, staff atmosphere	12/10/2017 11:05 AM
23	The people I work with, how animals are treated, wage	12/10/2017 9:09 AM
24	Distance from where I live, good benefits, aaha accredited, multiple techs employed there, CE and scrub allowance	12/9/2017 8:15 PM
25	Great bosses, fun place, awesome people to work with, being appreciated	12/9/2017 8:02 PM
26	That I trust the vets and support there medicine, the staff I work with are supportive and we work as a team, we only hire RVT	12/9/2017 4:30 PM
27	Standards of care	12/9/2017 1:26 PM
28	Happy, positive, encouraging coworkers; good wage & benefits; intellectually challenging/rewarding work.	12/9/2017 8:51 AM
29	Level of medicine, fairness regarding wage & scheduling, nice co-workers	12/9/2017 4:03 AM

30	Wage, quality of care, employees benefits	12/9/2017 1:43 AM
31	Benefits, gold standard care, hours	12/8/2017 7:50 PM
32	Quality of medicine, wage, schedule flexibility	12/8/2017 11:09 AM
33	reasonable wage, good work environment, ?	12/8/2017 6:04 AM
34	High standards of medicine. Friendly, professional staff to work with. Location.	12/7/2017 9:50 PM
35	Nice people, wage, respect	12/7/2017 8:01 PM
36	Structure, respect, fairness	12/7/2017 7:58 PM
37	Veterinary reputation, if staff turn over is high, employee benefits	12/7/2017 12:22 PM
38	positive work environment, support from coworkers, competitive wages and quality medicine	12/7/2017 11:59 AM
39	Well run, managed, respect, fair wages and better pet benefits	12/7/2017 11:55 AM
40	Pays well, fair hours, great team	12/7/2017 10:43 AM
41	Good employer, good coworkers, satisfying job	12/7/2017 7:46 AM
42	Patient care is the top priority, wage will reflect the amount of skill and work I bring to the table, the clinic is managed well and doesn't charge too much for their services.	12/7/2017 7:43 AM
43	Pay, staff and benefits.	12/6/2017 11:11 PM
44	Location; nice work environment-input is valued; fair wages.	12/6/2017 9:55 PM
45	team, wages, location	12/6/2017 8:00 PM
46	Patient care, flexible schedule, wage	12/6/2017 7:46 PM
47	Excellent animal welfare, the job itself (whether it is challenging and interesting), salary	12/6/2017 6:34 PM
48	pay, hours, turnover	12/6/2017 6:15 PM
49	Wage, community, incentives	12/6/2017 4:57 PM
50	Being appreciated & valued, staff that work as a team, compassionate vets & staff.	12/6/2017 4:40 PM
51	Respect, wages, benefits	12/6/2017 4:05 PM
52	good wage. flexible hours. learning environment.	12/6/2017 3:45 PM
53	Pay, benefits and schedule	12/6/2017 3:12 PM
54	Challenge/learning, praise + teamwork, wage/benefits	12/6/2017 2:42 PM
55	Staff turn over, wages/benefits, schedule flexibility	12/6/2017 2:03 PM
56	Team dynamics, compensation, ability to maintain work/life balance	12/6/2017 1:00 PM
57	High quality medicine, good equipment and a kind happy team	12/6/2017 10:11 AM
58	Ability to have an opinion, challenging work and friendly co-workers with great communication.	12/6/2017 8:25 AM
59	Teamwork, patient care, feeling valued	12/6/2017 8:24 AM
60	Flexibility, control/power to make changes, avoiding having to 'tolerate' bad situations	12/6/2017 7:39 AM
61	Wage, work environment, location	12/5/2017 11:29 PM
62	High quality medicine. Benefits/CE. wage increase. strong team	12/5/2017 11:19 PM
63	Good working atmosphere , wage and pet benefits	12/5/2017 11:12 PM
64	Team dynamic, benefits, fair wages	12/5/2017 10:34 PM
65	Wage, benefits, similar views on veterinary care	12/5/2017 10:03 PM
66	Work life balance, wage, recognition	12/5/2017 9:53 PM
67	Good medicine, kind and co-operative staff, technologically advanced	12/5/2017 9:49 PM
68	Challenges in medicine. Respectful Drs being able to make a lasting imprint in the practice	12/5/2017 9:45 PM

69	Appropriate medicine, respectful staff and employers (to each other and clients), appreciation of all team members	12/5/2017 9:39 PM
70	Wage, equipment and benefits	12/5/2017 9:25 PM
71	Good teammates, excellent standard of care, respect for abilities	12/5/2017 8:05 PM
72	fairness, job satisfaction, strong ethics	12/5/2017 5:52 PM
73	Good standard of medicine, proper equipment/facilities, same values as co workers	12/5/2017 5:36 PM
74	Environment , staff, wage	12/5/2017 5:27 PM
75	Coworkers, compassionate care and patient handling, and educating clients	12/5/2017 4:32 PM
76	Open management system, freedom, friendly coworkers	12/5/2017 2:54 PM
77	pleasant staff, good wages, living close by	12/5/2017 12:56 PM
78	Opportunities to grow and use my skills. Well established clinic. Fast paced environment. Benefits	12/5/2017 12:42 PM
79	Quality of medicine & patient care, Team relationship, Use of Technicians	12/5/2017 12:37 PM
80	Employers, location, wages	12/5/2017 12:34 PM
81	Culture of the Practice, respectful/supportive team, good medicine, treat clients & patients well.	12/5/2017 11:33 AM
82	reasonable workload, respect, non-abusive workplace,	12/5/2017 11:27 AM
83	Standard of care, coworker relationships, RVTs only	12/5/2017 11:07 AM
84	use my technical skills, no stress,	12/5/2017 10:01 AM
85	Coworkers, employers, wage	12/5/2017 9:09 AM
86	Possibility for advancement, Wages, Flexible hours	12/5/2017 9:08 AM
87	Ability to use all my skills, to feel a part of team. safety of person	12/5/2017 9:06 AM
88	Wage, hours, management support	12/5/2017 8:45 AM
89	Wage, busy clinic, respect	12/5/2017 8:05 AM
90	Medicine/care provided, good work environment, wage	12/5/2017 7:48 AM
91	Well managed, rate of pay, benefits	12/5/2017 7:26 AM
92	Professionalism, respect, apprecaition	12/5/2017 6:53 AM
93	Communication, respect, pet staff discounts	12/5/2017 6:44 AM
94	Like the people, wage and schedule	12/5/2017 5:53 AM
95	Teamwork. Good work moral. Positive work environment.	12/5/2017 1:00 AM
96	Pay, Team environment, quality of medicine, health benefits.	12/5/2017 12:20 AM
97	Good Medicine, Flexible schedule and happy staff	12/4/2017 11:29 PM
98	Caring staff, honesty and integrity of doctors, fair wages	12/4/2017 11:19 PM
99	Wage must be at LEAST 20 per hour. Boss has to be compassionate to clients animals and employees alike. The clinic has to accommodate all classes of people not just rich high maintenance people... I want to help real people with real problems.	12/4/2017 10:40 PM
100	pay, like-minded coworkers, job description	12/4/2017 10:22 PM
101	Support from management, a great working environment, good salary, time off when I need it (yes, I know that's more than 3)	12/4/2017 10:16 PM
102	Good medicine, clean facility, protocols and management in place	12/4/2017 9:56 PM
103	Part time, flex time off for family, different roles	12/4/2017 9:38 PM
104	compatibility with co workers, overall regard for patients- fear free, wages	12/4/2017 9:28 PM
105	Wage, quality medicine, work/life balance	12/4/2017 9:03 PM
106	location, wages, schedule	12/4/2017 8:56 PM

107	High standard of care, wage, team work	12/4/2017 8:56 PM
108	1-Supportive staff members/boss/manager 2-location 3-wages	12/4/2017 8:39 PM
109	do people leave all or the time, what is expected of me, are the people friendly	12/4/2017 8:16 PM
110	Good team to work with, room for new challenges/promotions, good compensation/holidays	12/4/2017 8:12 PM
111	wage, ease of getting time off, ideal work hours	12/4/2017 7:54 PM
112	An uplifting positive atmosphere, the ability to use and improve my skills, fair wages	12/4/2017 7:50 PM
113	Team approach, challenges, recognition	12/4/2017 7:48 PM
114	Overall work ethic/compassion/professionalism, respect of veterinarians and management, wage/hours	12/4/2017 7:46 PM
115	good work environment.very little friction,understanding eachother's strenghts and weaknesses	12/4/2017 7:41 PM
116	Friendly staff, busy hospital, fair wages	12/4/2017 7:38 PM
117	N/A	12/4/2017 7:27 PM
118	Wage, benefits, CE	12/4/2017 7:23 PM
119	1. Wage (CE, medical) is it enough to survive on. 2. Able to use my skills. 3. Co-workers that get along	12/4/2017 7:23 PM
120	wage/location/hours open	12/4/2017 7:06 PM
121	Friendly coworkers, wage, benefits	12/4/2017 7:04 PM
122	Money, people, standard of care	12/4/2017 6:56 PM
123	Wages, friendly staff, good medicine/animal care	12/4/2017 6:17 PM
124	1) a respectful work environment 2) to be given opportunities to enhance my skills, 3) to be able to work cohesively as a team, from reception to the veterinarian	12/4/2017 5:48 PM
125	wage, people, quality of care	12/4/2017 5:40 PM
126	Practices good medicine, good team, location	12/4/2017 5:24 PM
127	Work culture, support, encouragement and incentive to grow personally and professionally	12/4/2017 5:17 PM
128	Wage, hours of work/schedule, appreciation	12/4/2017 5:08 PM
129	Decent wages. Good environment, good team to work with.	12/4/2017 4:54 PM
130	Good atmosphere! Medicine and pay	12/4/2017 4:42 PM
131	Team, high medical standards, compensation	12/4/2017 4:37 PM
132	great wages, ability to learn and grow as a tech, ability to use my skills instead of just assisting a vet who does it all	12/4/2017 4:33 PM
133	truth, beauty, goodness	12/4/2017 4:23 PM
134	flexible hours, fast paced, state of the art medicine	12/4/2017 4:20 PM
135	Respect amongst colleagues, team work, proper client communication	12/4/2017 4:01 PM
136	Quality Medicine, Good relationships with coworkers, Honesty afrom management	12/4/2017 3:57 PM
137	Personally I look for case load, ideally the clinic has a large amount of hospital cases, good team work and good pay/incentives	12/4/2017 3:54 PM
138	Schedule, pay, beliefs	12/4/2017 3:48 PM
139	Continuing education, using and advancing skills	12/4/2017 3:32 PM
140	wage, ability to use my skills, cohesive and positive team	12/4/2017 3:32 PM
141	Quality of medicine, wage and benefits, work life balance	12/4/2017 3:28 PM
142	Wage, opportunities for advancement, variety of tasks	12/4/2017 3:21 PM
143	Culture that supports professional development and CE, progressive animal care and medicine, high energy/motivated teammates	12/4/2017 3:12 PM

144	Flexibility, clinic standards and employee relationships	12/4/2017 3:10 PM
145	Growth, wage and management	12/4/2017 2:59 PM
146	Wage ; location ; morals	12/4/2017 2:52 PM
147	Hospitality, a clinic that strives for the gold standard, fair wages	12/4/2017 2:50 PM
148	Stress free,well organized, but keeps you busy enough that the days go by quickly	12/4/2017 2:38 PM
149	Quality of medicine, happiness of staff and salary.	12/4/2017 2:27 PM
150	Wage, hours and the team	12/4/2017 2:16 PM
151	Confident vets, good work environment, appreciation, flexible work hours.	12/4/2017 2:06 PM
152	Good work/life balance, ability to take time off (paid and extra for bigger trips, family time, etc...), competitive wage and benefits, healthy/respectful/caring work environment - Sorry, I couldn't pick just three! There are so many important things to look for in a healthy workplace.	12/4/2017 2:01 PM
153	clinic reputation, wage, how well everyone works together	12/4/2017 1:56 PM
154	Location, employee characteristics, wage	12/4/2017 1:51 PM
155	How doctors Practice medicine, hours, wage	12/4/2017 1:50 PM
156	Getting along with co-workers, positive attitudes and understanding and caring bosses,	12/4/2017 1:49 PM
157	nice environment, supportive staff, friendly co-workers	12/4/2017 1:46 PM
158	Case load, wage and coworkers	12/4/2017 1:42 PM
159	Good work conditions	12/4/2017 1:37 PM
160	Wage distance from home and how clinic functions	12/4/2017 1:29 PM
161	Quality of patient care, atmosphere/climate of staff, scope of tasks that a tech performs	12/4/2017 1:27 PM
162	Wage, hours/shifts, atmosphere/happy coworkers	12/4/2017 1:26 PM
163	Work ethic, salary, recognition	12/4/2017 1:20 PM
164	Low staff turnover, benefit packages, good medicine practices, passionate coworkers	12/4/2017 1:18 PM
165	Good environment, supportive, encourage using skills & CE	12/4/2017 1:15 PM
166	Respect, full use of abilities, educating	12/4/2017 1:10 PM
167	Money, busy or not, staff relationships	12/4/2017 1:03 PM
168	Happiness	12/4/2017 1:02 PM
169	Hours, benefits, job description	12/4/2017 12:42 PM
170	Reasonable expectations on amount of work to be done, fair wage, only RVTs	12/4/2017 12:41 PM
171	Practice good medicine, great staff, ability to grow in skills	12/4/2017 12:41 PM
172	Respect, team work, wages	12/4/2017 12:35 PM
173	Utilization of techs, paid ce and dues, decent pay	12/4/2017 12:34 PM
174	1. Clinic atmosphere 2. Employers 3.	12/4/2017 12:32 PM
175	Ethical staff, friendly staff, wage and benefit package	12/4/2017 12:32 PM
176	Standards of care , wage , benefits	12/4/2017 12:27 PM
177	Unsure. Haven't looked in years!	12/4/2017 12:20 PM
178	Mostly happy people, decent benefits and good wage	12/4/2017 12:15 PM
179	Work days that work with my life, pay, using my skills and knowledge	12/4/2017 12:11 PM
180	Facilities, people, location	12/4/2017 12:10 PM
181	How the boss treats their employees. (I will never work for a vet that owns their own practise again.) wage & benefits (can I afford to work there). Location (in lower mainland it was commute time. Later I took a job up north for a 5 min commute and affordable housing.)	12/4/2017 12:07 PM

182	well trained/registered staff, good wage/benefits, focus on continuing education	12/4/2017 12:00 PM
183	Medicine, low stress handling, wage and compensation	12/4/2017 11:59 AM
184	1.Pay,2.Hours,3.Quality Care	12/4/2017 11:53 AM
185	Safety, respect, community	12/4/2017 11:51 AM
186	Flex hours, Wage, Treatment of staff	12/4/2017 11:29 AM
187	Utilization of skills, staff treatment /positive atmosphere, wage	12/4/2017 11:27 AM
188	Wage, hours, people	12/4/2017 11:20 AM
189	Fair team schedule, good wage, work incentives	12/4/2017 11:17 AM
190	Benefits, wages, and ce allowances	12/4/2017 11:16 AM
191	Aaha accredited or at least does not have assistants doing tech work. Team morale. Respect. Pay. Distance to my home.	12/4/2017 11:13 AM
192	Benefits, wage, and hours	12/4/2017 11:12 AM
193	Location, good atmosphere, progressive medicine and patient care	12/4/2017 11:09 AM
194	Good medicine, utilization of tech's skills, good team environment	12/4/2017 11:05 AM
195	1) well run practice 2) friendly staff 3) benefits	12/4/2017 11:03 AM
196	Longevity of the other techs, support for furthering my career, pay and compensation	12/4/2017 11:01 AM
197	Up beat environment, ethics of the veterinarian, working together as a team.	12/4/2017 11:00 AM
198	Wage and benefits and humane work environment	12/4/2017 10:58 AM
199	kind employees that value technicians, supportive coworkers, wage higher than 18-19 an hour.	12/4/2017 10:57 AM
200	Growth opportunities/ wage/ morals	12/4/2017 10:56 AM
201	Good management and review process, utilization of skills, standards of patient care.,	12/4/2017 10:54 AM
202	Benefits, hours, wage	12/4/2017 10:53 AM
203	Patient care, wage, how they treat their employees	12/4/2017 10:47 AM
204	Compassionate care team cooperation wages	12/4/2017 10:46 AM
205	Being valued, at cost supplies and pet care, hours and wages	12/4/2017 10:44 AM
206	Wage. Benefits. The importance of continuing education. Also trust in the vets.	12/4/2017 10:43 AM
207	Job satisfaction, ability to perform as close to gold standard as possible, a living wage	12/4/2017 10:39 AM
208	Friendly, easy going	12/4/2017 10:35 AM
209	location, practice standards, retained staff	12/4/2017 10:26 AM
210	protocols that I agree with, schedule, pay, team working with- sorry that was 4 and there would be more!	12/4/2017 10:20 AM
211	Good staff good medicine good doctors	12/4/2017 10:19 AM
212	Hours, time off, sick days, benefits, wage.	12/4/2017 10:17 AM
213	Employer/Supervisor, Job security, Job description	12/4/2017 10:14 AM
214	team works well together	12/4/2017 10:09 AM
215	Fun staff, good wages, variety of species	12/4/2017 10:07 AM
216	Friendly people, teamwork, good wage	12/4/2017 10:07 AM
217	Community, teamwork with staff, morale	12/4/2017 10:06 AM
218	Quality of care, location, compensation.	12/4/2017 10:04 AM
219	Anesthetic monitoring, nursing care, fear free handling	12/4/2017 10:03 AM
220	Atmosphere, wage, staff benefits	12/4/2017 10:03 AM



221	Working with good people in a healthy atmosphere, a high level of patient care, good wages and benefits for myself, my family and my pets.	12/4/2017 10:01 AM
222	High standard of medicine, that the clinic only hires educated technicians, medical/dental benefits	12/4/2017 10:00 AM
223	Positivity, politeness, appreciation	12/4/2017 9:48 AM
224	If I agree with the practice, Work hours and flexibility, wage/benefits	12/4/2017 9:47 AM
225	opportunity to learn, job security, benefits	12/4/2017 9:46 AM
226	The team i will be working with, Wage, Facility	12/4/2017 9:45 AM
227	Wages, moral, location	12/4/2017 9:44 AM
228	How well the team gets along with each other, wages, and hours or shifts available.	12/4/2017 9:44 AM
229	Pet discount good wage ce	12/4/2017 9:43 AM
230	Morals + ethics of practice, positive environment, forward thinking	12/4/2017 9:37 AM
231	good management/fair wages/enough staff	12/4/2017 9:33 AM
232	good wages, supportive team, education/development opportunities that correspond with wage increase	12/4/2017 9:25 AM
233	Ethics, support and appreciation	12/4/2017 9:18 AM
234	Wage vs living cost locally. Work moral.	12/4/2017 9:14 AM
235	Clinic reputation, salary, additional benefits	12/4/2017 9:12 AM
236	Communication, hard work, teamwork	12/4/2017 9:08 AM
237	Wage, non corporate, fun staff	12/4/2017 9:08 AM
238	Good work environment, wages, opportunity to keep learning and advancing.	12/4/2017 9:08 AM
239	Wage, patient care policies, type of practice (emergency/specialty)	12/4/2017 9:04 AM
240	Reasonable hours, that the practice has integrity, decent wage	12/4/2017 9:01 AM
241	Location, wage/benefits, type of hospital	12/4/2017 8:56 AM
242	Fulfilling	12/4/2017 8:55 AM
243	People, type of work,environment	12/4/2017 8:55 AM
244	Stability, nice people, professionalism	12/4/2017 8:52 AM
245	Salary, benefits, working hours	12/4/2017 8:52 AM
246	1. All patients are treated with respect and the best possible care. 2. A place where I will be able to utilize all of my skills 3. A supportive management team who work hard to ensure a no bullying workplace	12/4/2017 8:52 AM
247	Pay, schedule, vets that treat techs with respect	12/4/2017 8:51 AM
248	Respect, wages, structure	12/4/2017 8:47 AM
249	Provide excellent patient care. Positive/happy work environment. Opportunity for wage increase.	12/4/2017 8:40 AM
250	Follow aaha guidelines, give lunch breaks, ce allowance.	12/4/2017 8:30 AM
251	Hours, staff, recognition	12/4/2017 8:30 AM
252	What the staff are like, what the clinic look likes and location of clinic	12/4/2017 8:30 AM
253	The people (coworkers), ability to use my training, support (both training, and later on in the job)	12/4/2017 8:28 AM
254	Low staff turnover, cohesive team, encouragement to do CE	12/4/2017 8:27 AM
255	Friendly boss and coworkers, wage i can live on, job hours	12/4/2017 8:26 AM
256	Must practice good and humane medicine, clean and safe workplace, good staff relations	12/4/2017 8:24 AM
257	Quality of medicine, patient care, compatible co workers	12/4/2017 8:22 AM
258	Wage, work/life balance, standard of care	12/4/2017 8:22 AM

259	Employee retention, excellent pain control protocols, employee attitudes/sense of fun, busy-ness of clinic	12/4/2017 8:20 AM
260	The owner doesn't seem crazy, the staff doesn't seem crazy, I don't make more than \$1 less than what I did at my last clinic	12/4/2017 8:19 AM
261	Environment, hours, employer appreciation.	12/4/2017 8:19 AM
262	quality of medicine, tech retention, hours	12/4/2017 8:18 AM
263	Communication. Passion. Emotional environment.	12/4/2017 8:18 AM
264	good working conditions/being treated as an intelligent/compentent individual/practicing high standard veterinary medicine - no cutting corners or questionable ethical practices	12/4/2017 8:18 AM
265	Wage, hours, location	12/4/2017 8:17 AM
266	wage, level of medicine, great coworkers	12/4/2017 8:17 AM
267	Fair wages, full time hours and a good work environment	12/4/2017 8:16 AM
268	Benefits and pay. Veterinarian trust and a place to utilize all my skills	12/4/2017 8:15 AM
269	Flexibility, decent wage, good team	12/4/2017 8:15 AM
270	Great team, great medicine, support	12/4/2017 8:13 AM
271	Wage, location, tech duties	12/4/2017 8:11 AM
272	A wage that can sufficiently pay down my student loans that acquired to get my RVT skills, somewhere where I can use my skills and not be a glorified dog holder, proper communication between employees(meetings), appreciation of the hard work we do, reasonable hours of work ( being able to take a break and eat in a 10+ hour period), clean and maintained work environment, ability to advance my career, happy work environment	12/4/2017 8:10 AM
273	Work environment, room for growth, living wages	12/4/2017 8:08 AM
274	Wage, benefits, quality management	12/4/2017 8:07 AM
275	Hours,wage,benefits	12/4/2017 8:06 AM
276	1 Friendly, fun, supportive team environment 2 Quality of care/adequate number of staff 3 Flexibility in hours/holidays	12/4/2017 8:05 AM
277	Opportunity for training/CE, find ways to make positive contribution, quality of care	12/4/2017 8:04 AM
278	What are the shifts? Benefits? Up to date on medicine	12/4/2017 8:02 AM
279	Good medicine, good team w/positive environment	12/4/2017 8:01 AM
280	Employer and wages	12/4/2017 8:00 AM
281	A sense of TEAM. Busy room for growth and bettering yourself. A place were you can learn and share experiences.	12/4/2017 7:49 AM
282	Happy staff, supportive employers, proper equipment	12/4/2017 7:44 AM
283	Duties I would have, coworkers, environment	12/4/2017 7:42 AM
284	Wages, benefits and CE	12/4/2017 7:41 AM
285	Wage, job description- what I will be allowed to do. Flexability	12/4/2017 7:41 AM
286	Good work environment, importance of being a tech and using our skills, pay	12/4/2017 7:39 AM
287	Supportive work atmosphere, possibility to use full skills as a tech, good wage	12/4/2017 7:39 AM
288	Great team, wages, benefits	12/4/2017 7:35 AM
289	Atmosphere,respect, wage	12/4/2017 7:34 AM
290	Team work, high quality of medicine, ability to learn and improve skills	12/4/2017 7:32 AM
291	Team	12/4/2017 7:29 AM
292	High level of medicine, wage, hours	12/4/2017 7:26 AM
293	Wage, benefits, work environment	12/4/2017 7:26 AM



294	WAGE WAGE Flexibility	12/4/2017 7:25 AM
295	Work/life balance, wages, nice supportive colleagues	12/4/2017 7:24 AM
296	Wage, benefits, clinic's reputation	12/4/2017 7:20 AM
297	Animal welfare, career development and excellent compensation	12/4/2017 7:20 AM
298	Practicing good medicine, friendly work environment, and respect/acknowledgement from management.	12/4/2017 7:19 AM
299	Team/Standard of Care, Wage, Advancement Opportunity	12/4/2017 7:19 AM
300	All vets and staff working together as a team, without comptitiveness or drama. Respect for employees' time with regards to hours, breaks, and keeping a workable schedule. Decent pay, although I try to stay reasonable with my expectations and understand the limitations.	12/4/2017 7:18 AM
301	standard of care, wage, time off	12/4/2017 7:16 AM
302	Ethics	12/4/2017 7:14 AM
303	Fun work environment, great medicine, technicians used to full potential	12/4/2017 7:14 AM
304	Good medicine, overall good work environment and good compensation	12/4/2017 7:13 AM
305	Wage, coworkers, distance from home	12/4/2017 7:13 AM
306	Environment, opportunity to use training, benefits and wages	12/4/2017 7:09 AM
307	Who am I working for? Good fair boss. Wage. Job satisfaction	12/4/2017 7:05 AM
308	Flexible holidays, friendly/welcoming staff, good pay	12/4/2017 7:05 AM
309	Goals, benefits, rate of pay for skills	12/4/2017 7:02 AM
310	Healthy work/life balance, good team to work with, wage	12/4/2017 7:02 AM
311	Good medicine, benifits, hours	12/4/2017 6:52 AM
312	job satisfaction, salary, comaraderie	12/4/2017 6:51 AM
313	Commute, ethical practices, teammates	12/4/2017 6:51 AM
314	collegiality, salary, opportunity for growth	12/4/2017 6:47 AM
315	Standard of care, work environment, wage	12/4/2017 6:46 AM
316	Level of quality of care/ medicine for animals, what employer has to offer ie. Wage, CE, and work environment/what role as tech would be	12/4/2017 6:45 AM
317	Schedule, wage, patient care	12/4/2017 6:44 AM
318	The pay, the team, the clientele	12/4/2017 6:41 AM
319	good working atmosphere, good medicine, the extras (CE allowance, uniform allowance etc)	12/4/2017 6:35 AM
320	wage, hours, atmosphere	12/4/2017 6:31 AM
321	They don't do convenience euthanasias, they don't do cosmetic/convenience-type surgery, culture of respect/team	12/4/2017 6:29 AM
322	team, wage, quality of medicine	12/4/2017 6:27 AM
323	Trust ,honesty ,get along with people	12/4/2017 6:22 AM
324	Team atmosphere, working together	12/4/2017 6:00 AM
325	Practice current, good medicine, pay, environment.	12/4/2017 5:58 AM
326	Standards of practicing good medicine, friendly and supportive environment, and flexible hours	12/4/2017 5:56 AM
327	Varied clientele, good working team (teamwork) Good schedule.	12/4/2017 5:48 AM
328	team quality of medicine, respect	12/4/2017 5:41 AM
329	Practice reviews, new technology available, benefits offered	12/4/2017 5:36 AM
330	wage, location, vision	12/4/2017 5:35 AM

331	Team environment, being valued in my job, compassion for clients	12/4/2017 5:28 AM
332	Work environment, job satisfaction, salary	12/4/2017 5:22 AM
333	They utilize techs, ethics, wage	12/4/2017 5:19 AM
334	No drama, location, wage	12/4/2017 5:06 AM
335	Boss who respects my skills and what I bring to the clinic. Practice good medicine. Give back to the community.	12/4/2017 4:59 AM
336	Harmony with management, sense of independence, comfort to be oneself	12/4/2017 4:24 AM
337	If I would fit in with the current team, to be challenged to be a better technician, employer must care about their employees and not just about the income.	12/4/2017 4:05 AM
338	Valued as a tech. Goals and incentives to work towards. Value in continuing education to exceed ones training.	12/4/2017 3:46 AM
339	Quality medicine	12/4/2017 3:13 AM
340	People, attitude, wage	12/4/2017 2:52 AM
341	Good wage, flexible hours, close to home	12/4/2017 2:49 AM
342	Wage schedule level of medicine	12/4/2017 2:07 AM
343	Proximity to home, wage and support of management	12/4/2017 2:06 AM
344	Good teamwork, respect for vet tech knowledge and using our skill set, good wage	12/4/2017 1:20 AM
345	learning new things, having a boss that listens and takes my advice seriously, pay and benefits	12/4/2017 12:59 AM
346	Client relationship, extended health, living wage	12/4/2017 12:49 AM
347	Work/life balance, wage, are current staff happy	12/4/2017 12:35 AM
348	Fun atmosphere , cohesion between employees , family oreintated	12/4/2017 12:23 AM
349	Good hours. Good environment. Good pay.	12/4/2017 12:19 AM
350	Standard of care, wage, coworkers	12/4/2017 12:18 AM
351	Ethics, decent rate of pay, a friendly atmosphere	12/4/2017 12:14 AM
352	Flexible schedule, good medicine, salary.	12/4/2017 12:14 AM