

## **Key Performance Indicators Worksheet Utilization**

The Key Performance Indicator (KPI) worksheet has been designed to provide objective, measurable process of a mentee's improvement. Given that the mentorship toolkit requires both the mentee and mentor to commit time, energy and money it is important to be able to track a mentee's progression as a veterinarian as it relates to his or her salary and the practice's bottom-line.

The KPI Worksheet has been populated with metrics (Column A) that relate directly to a mentee's production and progress. Columns B, C, D & E contain small animal national averages according to the 7<sup>th</sup> Edition of AAHA's Compensation & Benefits Survey. These national averages are just that, and individual practice data will vary due to a number of factors. Therefore, Column G has been added so that the practice owner/mentor can add practice-specific data. Assuming the mentor's practice has multiple associates, their average data can be entered into Column H. The goal is to benchmark the mentee against the most accurate data possible.

Column F should be populated with the mentee's numbers and can be done as frequently as desired by the mentor and mentee. It is suggested to update and discuss this sheet at least monthly as doing so will help both the mentee and mentor realize the benefits of the program as well as help in identifying any areas that need additional attention.