

PREFERRED QUALIFICATIONS FOR WELLBEING EDUCATOR CANDIDATES

Applicants to the Train the Trainer wellbeing educator program are selected based on the following preferred criteria to ensure that educational activities with AVMA content are of the highest quality. Applying for consideration for the Train the Trainer program is not a guarantee of being accepted into the program. Priority is given to applicants who have a foundation in most of these areas.

- 1. Commitment to relationship-centered teams and organizations:** You develop, express, and act upon a profound commitment to excellence in communication. Successful wellbeing educators are empathic with other health care team members about the dilemmas they face and are certain about the centrality of excellence in communication as a core part of healthy workplaces.
- 2. Real-life experience:** You know the veterinary healthcare delivery system at the ground level. You may be a veterinary professional yourself and/or you may have spent years working in veterinary medical environments.
- 3. Passion for the topic:** You care deeply about effective communication, and your passion comes through when you teach and serve as a role model of the skills you are teaching. Typically, those applying to attend the AVMA Train the Trainer program have worked to master their own communication skills before becoming wellbeing educators, have long recognized the importance of these skills in the workplace, and are recognized by colleagues and clients as excellent communicators.
- 4. Presentation experience:** You have a proven ability to design and deliver effective presentations that are responsive to the needs of the audience. You bring excitement to your subject. You are a compelling, dynamic speaker who invites the audience to participate in a meaningful conversation about an important topic.
- 5. Group facilitation skills:** You draw upon and manage the resources of the group in an authentic manner. Workshops are communal experiences, and successful educators maximize this. You can manage complex interactions including disagreements, personal disclosures, and conversations about race, trauma, and other sensitive topics that may arise during the workshops.
- 6. Academic degree and relevant training:** You possess relevant academic credentials or experience and training that enable you to be a competent and credible presenter for the target audience. Participants in the Train the Trainer program represent a wide range of academic preparation, which may include degrees in veterinary medicine, health education, mental health, public health, or communication.
- 7. Influence and credibility:** You are recognized as an innovator and/or leader within your organization. As formal or informal leaders, wellbeing educators have significant influence on those around them, other organizations, and the overall veterinary profession. They are people to whom organization members listen because of their active engagement, reliability, and credibility.
- 8. Learning orientation:** You value a growth mindset and model a commitment to continual learning and development. You can navigate the area between demonstrating expertise and demonstrating vulnerability as a fellow lifelong learner.
- 9. Critical thinking:** You have the conceptual skills to appraise, analyze, and evaluate evidence-based practices related to team-client relationships and health outcomes.
- 10. Protected time:** Wellbeing educators must have a commitment from their organizations (where applicable) for protected time to train colleagues and/or evidence of adequate time and accessibility to offer training to others. Successful graduates of the program continue to improve their skills by delivering workshops regularly and receiving feedback. Wellbeing educators are expected to teach a minimum of two workshops per calendar year.