
Dr. Steve Vargo, IDOC Optometric Practice Management Consultant

I am a full time practice management consultant for IDOC.



Are You a Top Performer?

Steve Vargo, OD, MBA

High-performing team

- More productive workplace
 - More teamwork / collaboration
 - Less drama
 - Less conflict
 - Greater trust
 - Higher levels of motivation
 - More FUN!
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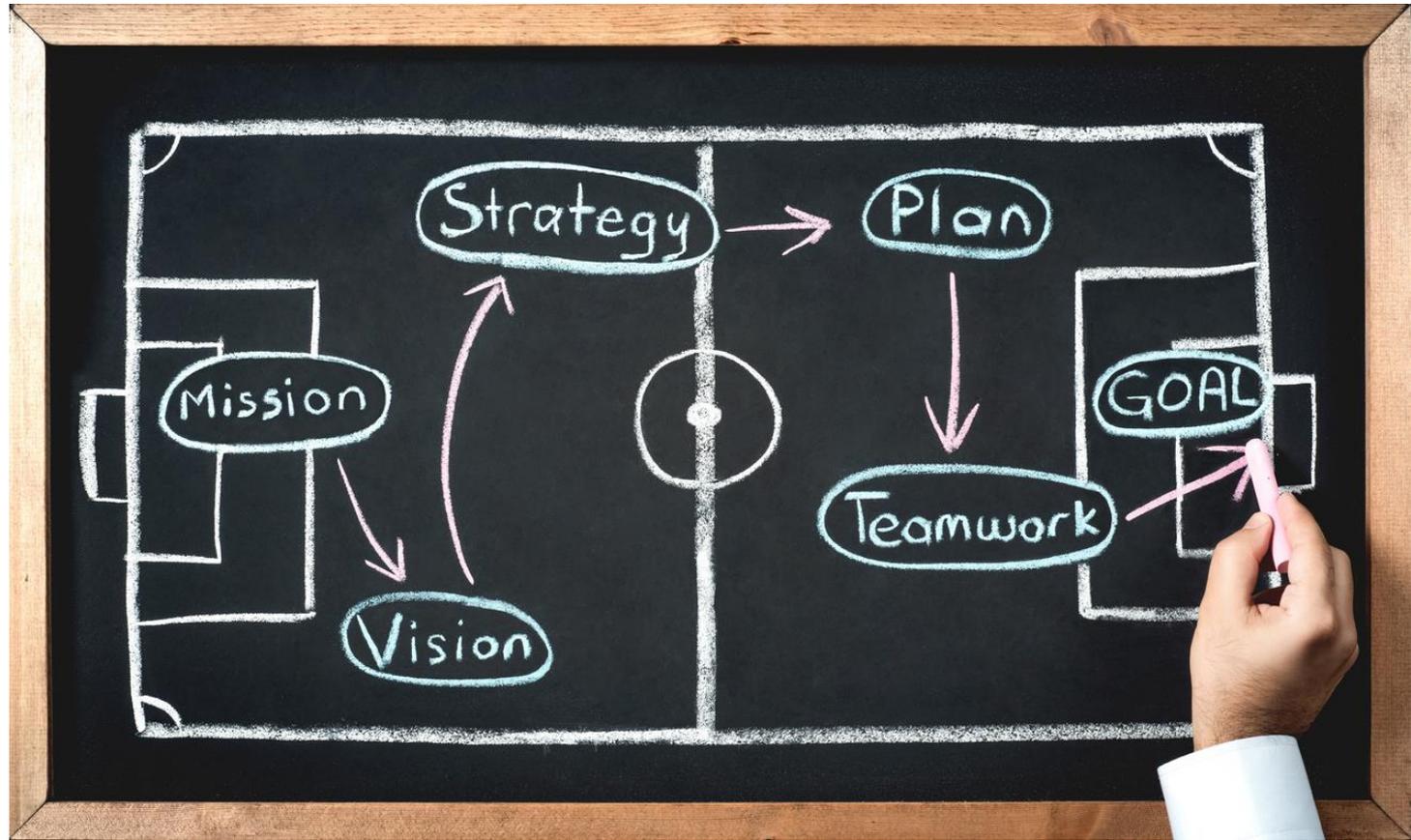
- Declining productivity
- Poor teamwork
- Excess drama
- More conflict
- Less trust
- Low levels of motivation
- **NOT FUN!**

It's hard to find good people!!



FANDANGO
MOVIECLIPS 

Are you coachable?



50%

of U.S. workers lack clarity on what is expected of them at work.

Source: Gallup

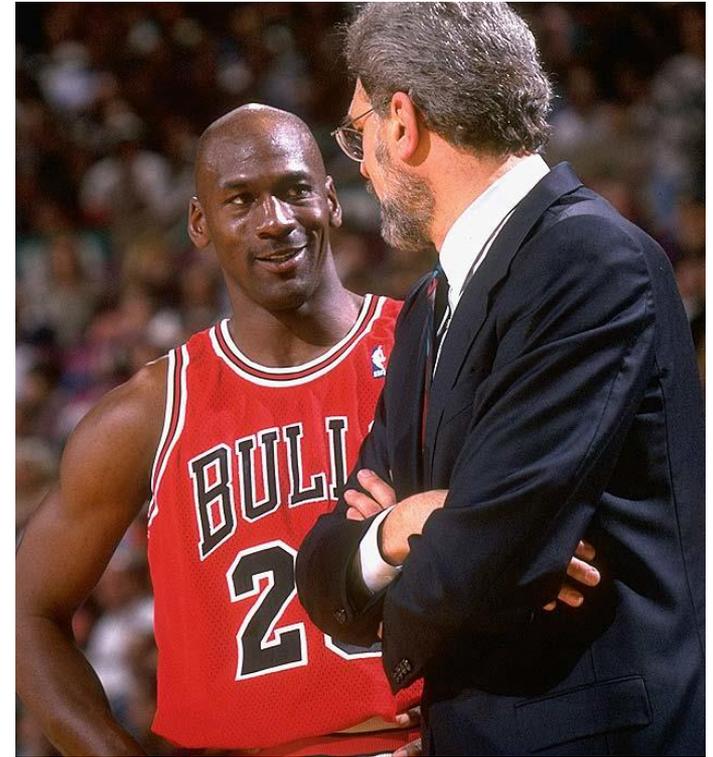
Did you...

1. Set clear expectations?
2. Provide adequate training?
3. Provide frequent performance feedback?



“My best skill was that I was coachable. I was a sponge and aggressive to learn.”

- Michael Jordan



Are you motivated?



"We find it helps our less motivated employees."



Do you like your job?

Do your employees like their job?

Quality 



Efficiency

 Flexibility



Speed



Performance



Reliability





Are you emotionally intelligent?



3 signs of emotional intelligence

1. Self-awareness - the ability to handle criticism without denial, blame or excuses
2. Open-minded – **open to other people's** ideas WITHOUT judging
3. Good listener



Are you a good culture fit?



Hire for the right fit

1. Identify the attitudes you seek
2. **Don't give a roadmap**
3. Ask behavioral-based questions

Do you have experience?

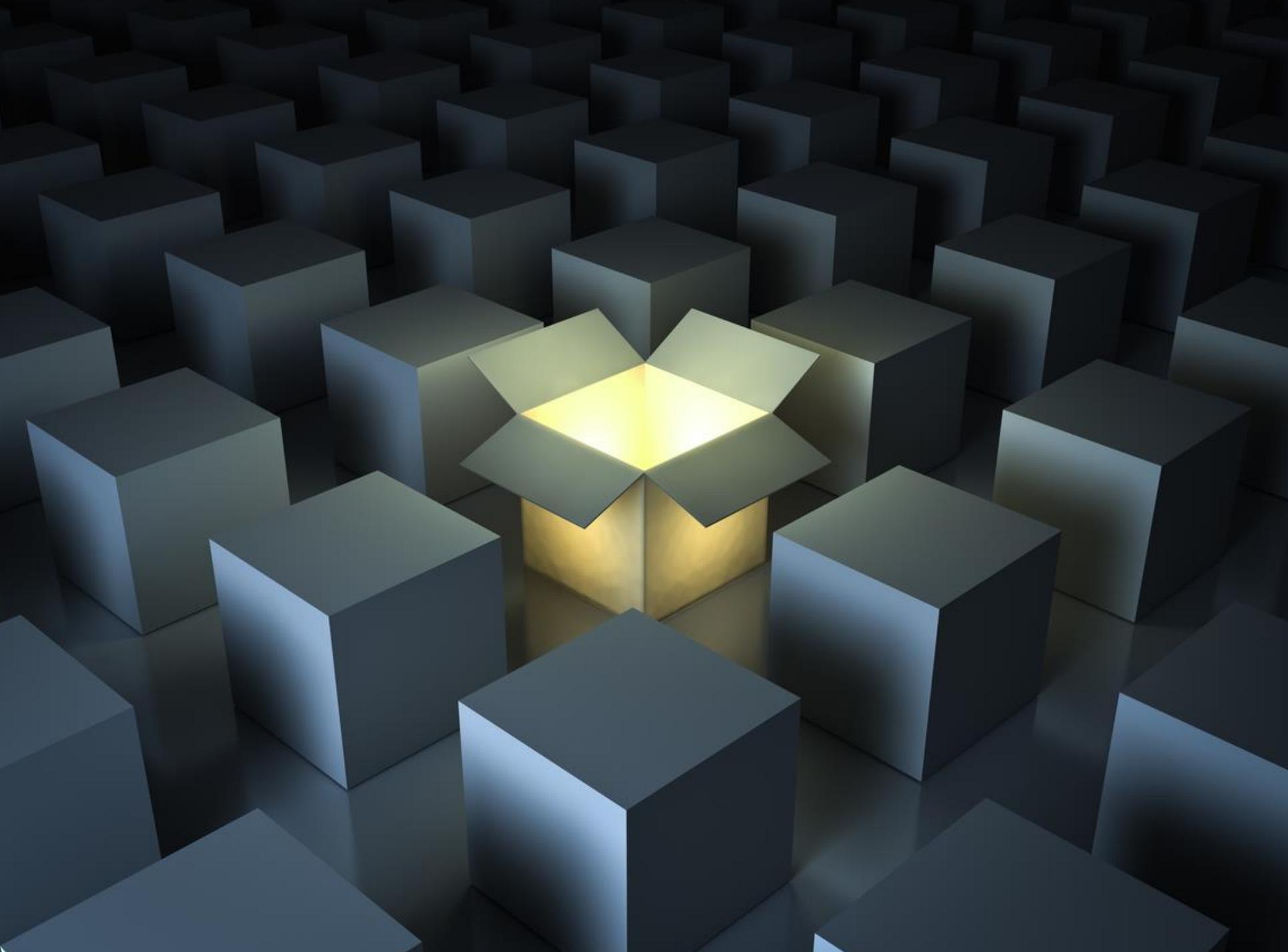


Top 5 reasons new hires fail

1. **Coachability (26%)**: The ability to accept and implement feedback.
2. **Emotional Intelligence (23%)**: The ability to understand and manage one's own emotions and accurately assess others' emotions.
3. **Motivation (17%)**: Sufficient drive to achieve one's full potential.
4. **Temperament (15%)**: Attitude and personality suited to the particular job.
5. **Technical Competence (11%)**: Functional or technical skills required to do the job.

Are you a top performer?

- Are you **coachable**?
- Are you **motivated**?
- Are you **emotionally intelligent**?
- Are you a good **culture fit**?
- Are you **experienced**?



Thank You!!

Svargo@idoc.net
