

Mira Sweat

Medical Surgical Nursing

Team Lead #2 CDG

3/24/23

Team Lead CDG Number 2

1. Once you have selected a topic, please reflect (in writing) on any biases that you may already be aware of towards this group. **Answer this question before you complete the implicit bias assessment.**

The topic I chose to see about a bias was age, specifically young - old. I think I do have a bias towards older people. I think a lot has to do with the negative implications they have received from my generation such as they are cranky, needy, mean, judgmental, religious, condescending, sorry to use this term, but commonly referred to as 'Karens.' All this in mind, I think I do have a negative bias towards the older generations. I believe my negative bias comes down to my understanding that they must have negative attitudes, they must be bossy and tough, they must be handworkers, they must hate the younger generations, and this has skewed my own understanding.

2. Next, take the selected implicit association test. What did the results of test say about your implicit biases towards this group?

The results said I have a moderate automatic preference for young people over old people (Moon, 2023).

3. Based on your initial reflection, how do these results compare?

The results match up well to my reflection. I thought I would have a bias and I did, and it was the preference for young over old. The negative connotation I believed to have with all the negative terms and bad words seemed to show themselves a lot during the test, just the words, and my brain answered so quickly matching good words with young faster than good with young and bad with old much faster than bad with young.

4. As a team leader, how would you respond to another nurse who complains of taking care of

a specific ethnic group or states, “I am tired of taking care of patients who don’t take care of themselves”?

First off, depending on the location, I would have the nurse come with me to a private location such as the breakroom if empty, or an empty conference room, maybe even a broom closet. Once in the private place, I would ask the nurse if they have had any previous experiences that have them feeling this way. Maybe they had a negative patient experience, a bad day, or anything. I would try to help the nurse understand that patient may need extra assistance if they are very impaired, or they are unable to care for themselves. I would say the location of the unit also varies the care, maybe this is in rehab and the nurse is frustrated with the more intense help the patients need getting back to their normal and this is frustrating them today. Maybe they are working on 3T and patients may not want to be washed up right away too. I think it depends on the situation at hand and what happened with a patient or what the nurse is feeling that day. Regardless, I would educate the nurse on the care patients naturally need and that this is kind of just part of the job, we as nurses are responsible for patient care and with that, we help patients with whatever they may need to get back to their old selves again. Now I also understand that

there will be some patients who take advantage of our assistance to them, but this does not include every patient. Most people enjoy their independence, so just helping the nurse process the situation and let them feel their emotions but guide them back on track that we always provide care no matter what.

Reference:

Moon, T. R. (n.d.). *Implicit Association Test*. Project Implicit . Retrieved March 24, 2023, from <https://implicit.harvard.edu/implicit/takeatest.html>