Unit Objectives:
- Identify characteristics of today's workforce. (1,2,3,6,7)*
- Apply problem-solving strategies to clinical management situations. (1,2,6)*
- Analyze effective communication as it relates to patient safety. (1,2,5,6)*

*Course objectives

Read Chapter 10 in your textbook and place your answers to the questions below in the Z-Chapter 10 & 11 dropbox by 0800 on 1/08/2025.

1. What generations currently exist in the workforce? Briefly describe each generation.

- *Boomers which are thee oldest of the hierarchy. This select group in my opinion would obtain the most experience and wisdom being that they have been around the block far too many times ☺*
- *Gen X are the individuals that I believe were grandfathered into whatever work facility/practices being that they currently do being that a lot of policies and regulations were enforced for the next generations.*
- *Gen Z (Millennials) are more focused on education and/or furthering their education being that they came after certain facilities began enforcing more strict policies/regulations. These individuals are extremely familiar with technology being that they grew up during the rapid advancements that occurred with technology. They are the superior Generation, if I do say so myself.*
- Gen Alpha don't know a world without advanced tech and would be lost if they had to utilize "old" and/or "dated" practices such as paper charting and/or physical filing of records. However, they will bring rapid change when it comes to diversity within a work field.

2. Compare and contrast the different characteristics of the various generations.

- *The differences between these generations would be that Boomers and Gen X, were brought up in a work field where technology was not as advanced as it is today, which means they had to utilize techniques that were efficient without any help from technology. Boomers tend to obtain workplace loyalty, as well as listen when directed by management. Gen X is the type of people to question rules and regulations as well as prioritizing themselves and their workplace benefits. Whereas Gen Z/Millennials were brought up with technology advancements, so this plays a huge part in their work ethic being that they can utilize both old techniques as well as modern techniques. These individuals also utilize their education when it comes to accessing workplace success as well, as they are extremely adaptable within the work field. Gen Alpha is the most current generation, and they differ from the others mentioned earlier by ensuring that wherever they choose to reside offers equal opportunities as well as diversity for all involved.*

3. What management strategies can be utilized to help manage these generations?

- *Boomers respond best to Autocratic Leadership because this type of leadership allows them to be told what to do and doesn't require them to make any decisions besides getting the job done. Gen X, Millennials, and Gen Z respond, best to Democratic Leadership being that the communication not only goes down the chain of command but can also be rerouted back up to management if needed. Gen Alpha in my opinion would respond best to Laissez-Faire Leadership being that they seem to be hyper independent as well as hyper self-sufficient.*

4. Which generation do you belong with? How do your values regarding work and your personal characteristics fit that generation?

- *The Generation that I fall into would be thee superior Generation Z. I would agree with the values regarding work as well as personal characteristics for myself being that I definitely do appreciate a Democratic Leadership because I like knowing that if there is a problem within the work field that my concerns will be considered or at least heard and hopefully resolved after expressing them. Also, I grew up during the advancement of technology, so I appreciate the new and improved, but also can utilize old reliable techniques if needed.*

5. Post a meme that you feel best describes your generation.

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  (I chose this still from the movie "Pearl" because every Gen Z'er wants to be a star but unfortunately 95% of them don't have a lick of potential, personality, or to quote the movie, they don't have that "X-Factor")

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*(I also chose this still from the movie "The Substance" because every Gen Z'er wants to find a way to "age backwards" and/or escape from the inevitable with cosmetic surgeries, procedures, and/or fillers and end up botched) ***SIDE NOTE: Watch This Movie! It's hands down the best movie of 2024 and Demi Moore did a phenomenal job!****

Read Chapter 11 in your textbook and review the TeamSTEPPS® 3.0 Pocket Guide. Place your answers to the questions below in the Z-Chapter 10 & 11 dropbox by 0800 on 1/08/2025.

1. *What is TeamSTEPPS?*

   - *Strategies and Tools utilized to enhance performance, patient safety, communication, and overall support to all involved.*

2. *What are the key skills of TeamSTEPPS? Briefly explain each.*

   - *Communication is priority being that without effective communication, the job/jobs and/or the team involved will not be able to achieve effective results if the communication isn't effective and transparent. This also reduces the risk of miscommunications within the job, the team, and the overall care towards patients. Team leadership is utilized when multiple individuals are working alongside one another to achieve a goal. This removes toxicity within the workplace and/or environment and allows for effective/efficient task management. Situational monitoring is utilized to maintain the overall awareness when it comes to the job, the team, and the patient's overall well-being.*

3. *What are the responsibilities of an effective team leader?*

   - *Time Management*
   - *Delegating*
   - *Making Effective Decisions*

In order to receive full credit (1.5 H class time) for this assignment, it must be completed in its entirety by the due date/time assigned. Any assignments not completed in its entirety by the due date and time will result in missed class time and must be completed by the end of the semester to pass the course.