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Unit 1: Nursing Management
Z-Chapter 10 & 11
ONLINE CONTENT (1.5 H)

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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.**
   The oldest generation is the baby boomers. They like to be recognized, are loyal to their workplace and management, and were the first to take technology in the workplace and are building their retirement. Gen X is the generation that likes to question everything and has little loyalty to the workplace. They tend to stay in a workplace as long as it benefits them and need flexible scheduling or they will not want to work there. Millennials tend to focus on their education the most and adapt quickly to changing practices, but they tend to stay at places that are self-beneficial. Gen Z has grown up with technology and views themselves as leaders rather than authoritative figures and tend to need things as soon as possible. The newest generation is Gen Alpha. They need technology, constant communication, take things personally, and look for workplaces that have equality and diversity.

2. **Compare and contrast the different characteristics of the various generations.**
   Baby boomers grew up without technology, did paper charting, used older techniques, had workplace loyalty, and listened to management. However, Gen Z grew up with technology everywhere and learned completely revised techniques. They listen but tend to take on leadership roles. Gen X and Millennials have a lot in common, but Millennials put their education first to help them succeed. They adapt easily as well as take change well. Gen X likes to question most things and stay in self-beneficial places; they need explanations before doing anything new. Gen Alpha is the most different because they look for workplaces that have equality for everyone.

3. **What management strategies can be utilized to help manage these generations?**
   The Baby boomers are managed best with autocratic leadership because decisions are just told to them so that they can get their job done. Gen X, Millennials, and Gen Z are best managed by democratic leadership because communication is passed down through the chain of command. I think Gen Alpha would be best managed by Laissez-faire leadership because there is little to no direction and order.

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

I am Gen Z, however, Gen Z is often looked over as if they are not a hard-working

my parents at 25:
let's buy this house and have 4 kids

me at 25 buying a loaf of bread:

I'm never gonna financially recover
from this.

generation. I believe that this does not fit me. I am a very hardworking person and am very driven. Although I grew up with technology, I feel I was outside a lot as a kid when the newer generation did not rely on outside activities for entertainment.
5. Post a meme that you feel best describes your generation.

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?
   TeamSTEPPS are team strategies and tools to enhance performance and patient safety. TeamSTEPPS focuses on communication, team approach to leadership, situation monitoring for all, and support for all.

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

The key skills first focus is on communication. Communication is exchanging updates or thoughts and feelings throughout the whole team. Miscommunication is a preventable mistake that causes team members not to see eye to eye. Team leadership is for guiding individuals working together to achieve the goal of good patient care, healthy environments, and efficiency with tasks. Situation monitoring is to maintain awareness of what is going on with the patient and staff as well as ensuring patient safety.

2. What are the responsibilities of an effective team leader?
   1. Time management
   2. Delegating
   3. 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.