Week 4 Journal

This week I learned how bipolar the operating room can be. I was very surprised by how it went from having back to back surgeries last week, to just one this week. This was my first experience of having down time during a clinical. The same happened during my ED rotation as well. For the first three hours, we had one patient and then at eleven pm we had a rush. It was a nice experience because I got to see how a smaller ED functions compared to Carle.

One thing that I have been seeing related to culture is xenophobic social media posts related the coronavirus. I have a lot of friends in Chicago who tell me about people avoiding them because they are Asian and many them are not Chinese. I believe this is happening due to the lack of education about the coronavirus and the media instilling fear into them. If people had more knowledge about the coronavirus these instances of xenophobia would go down too.

This week the Sigma Theta Tau helped reinforce information that I had learned when I first got hired about Carle. It also helped realize how to be a better care provider and increase patient satisfaction.

delegation questions

- Is getting work done through others or directing performance of others to achieve goals
- Can you get the patient's vitals? Can you order this patient a tray? Can you help the patient to the restroom?

math (simple med math) no drip rates but maybe some pump rate questions

time management strategies

- Make a list
- Prioritize
- Plan ahead
- Reprioritize and adapt as you go through your list

Priority setting and resetting

- Ranking things from highest to lowest
- Readjusting priority as one goes through the tasks

differences between leaders and managers

- Leadership
  o Inspires change, has vision imagination, abstract thinking, ability to articulate, aptitude to self, understanding of the external environment, risk taking, confidence in the face of uncertainty, accountability to the entire organization
- Management
  o Manages transformation, has tenacity, specifics, concreate data, ability to interpret, aptitude to teach, understanding how work gets done, self-discipline, commitment to completing the task at hand

Management styles, such as laize-faire, transformational, authoritarian, democratic, etc..

- Laize-faire: permissive with little or no control, motivates y support when asked for, provides little or no direction, no criticism, places emphasis on group
- Transformational: identifies common values, is a caretaker, inspires others with visions, looks at effects, empowers others

- Authoritarian: strong control is maintained, others are motivated by coercion, directed with commands, status differences, decisions do not involve others
- Democratic: less control, economic and ego are used to motivate, communication up and down, we rather than I and you

Informal vs formal leadership

- Formal- organizational positions and formal power
- Informal- employees, relationships, and informal power inherent with those relationships

Leadership qualities and functions

- Lead by example, support others, in the trenches with the team, confidence in their actions

Critical thinking characteristics

- Being able to adapt, taking one's own knowledge and applying it to various situations, and not being afraid to ask for help

Teaching strategies, ways to enhance learning

- Simulations, case studies, and learning from example

Ways to encourage a positive organizational culture

- There must be a clear division of labor
- Well defined hierarchy of authority
- Impersonal rules- no one can act as they please
- System of procedures for dealing with situations

organizational structure, such as chain of command, communication, organizational charting (horizontal charts)

- Chain of command can be represented in solid vertical and horizontal lines for communication

Differences between problem solving and decision making

- Problem solving is analytical that requires gather information
- Decision making involves making a decision after some judgement and thinking

staffing plans .. Better ways to help staff, such as cross training, overtime, travelers

informal vs formal organizational structure

- Clear differences in power and a hierarchy vs. differences in power and more equality in among employees

management levels, middle, vs upper management etc..

Management functions

- Delegate tasks, place people according to desired goals, direct employees, being accountable, and able to answer any questions

Staffing systems , centralized vs decentralized

- Centralized comes from a single manager where decentralized there are multiple making the schedule

organizational culture

- Is dependent on structure, requires good communication between management and employees