

Personal & Professional Growth: Risk the Journey

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Our Goal in Life

To Strive For:

- Self respect/fellow man
- Self-esteem
- Fulfillment
- Enjoyment
- Inner Peace

Most Important Inner Values

- Love
- Trust
- Caring
- Fairness
- Respect
- Honesty

Life's Greatest Challenge

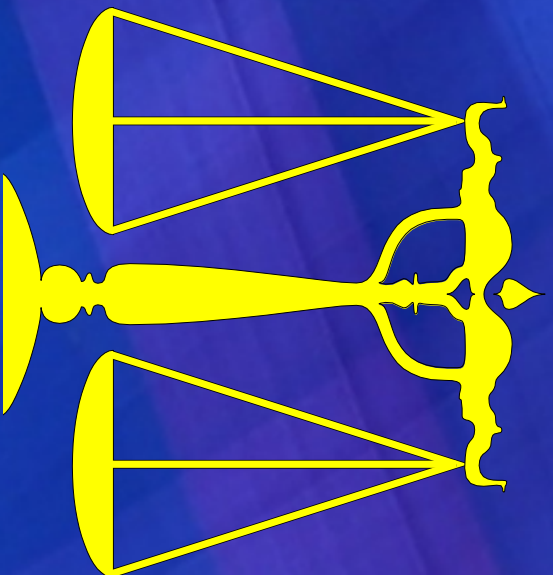
Value our relationships with others –
we need others to survive.

Factors That Influence a Win-Win vs. a No-Win Situation

- Values that reflect our integrity
- Beliefs that are worth defending
- Attitudes that do not offend

Value

To rate or scale in importance

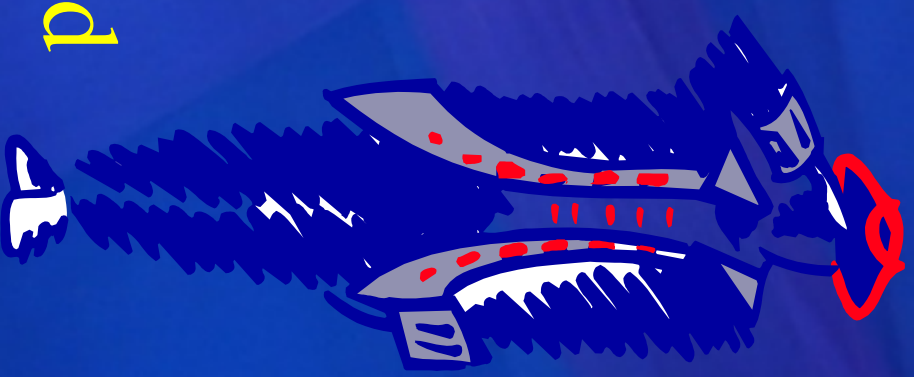


Equality, Democratic Participation in Decision Making

- It's your greatest asset.
- Mutual desires for equality are the magnet of solidarity.
- This should be your #1 priority value.

Obedience to Chain of Command, Complying With Authority

- Hardly ever does a colleague of management enjoy this-
- Why? Basic philosophy
- Too much obedience to others is dangerous - vs. - authority is good



Obedience to Chain of Command, Complying With Authority

- Fact: followers depend on reasonable directives from the leader
- Fact: leaders (open mindedness) The personnel you lead is your most valuable asset

Responsible Idealism, Collaborative Work

This value has almost no undesirable side
Effects/fallout



Center of Cluster of
Necessary Values

Beliefs

A habit of mind in which TRUST is placed in some person or thing.

Basic Beliefs That Influence Behaviors

- We all have a common thread.
- Must possess unbridled thinking.
- Must believe that nothing lasts forever.
- Must realize that you can't live on past accomplishments.



Negative Beliefs

- I can't change/that's me
- I am what I am
- I always do it this way; it has worked before

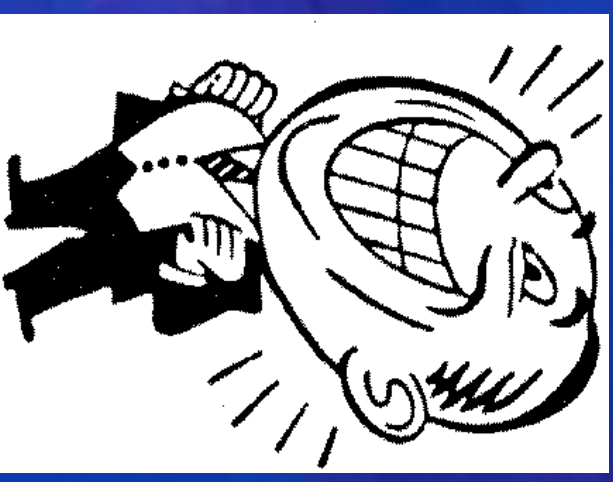


Negative Beliefs That Disrupt

- No one can do this job as good as I can.
- She/he always messes up.
- They don't want me.

Positive Beliefs

- I' m needed.
- Praise loudly/blame softly.
- I help create so, I help support.
- We' re in this life together.
- Asking for help is a strength not a weakness.



Beliefs for Success

- Everything happens for a purpose - and it serves us well.
- There is no such thing as failure. There is only results.
- Whatever happens, take responsibility.
- Its not necessary to know everything to use everything.
- There is no abiding success without commitment.

Attitude

1. A position assumed for a specific purpose.
2. A feeling – an emotion.

Mental Attitudes

Four fold ingredients of mental health

1. Character & integrity
2. Intelligence
3. Ability to set a goal & work toward it
(*persistently and efficiently*)
4. Good judgment in appraising:

Reality, Likeability, Self knowledge

Positive Mental Attitude

Faith – in the value of your own actions

Optimism – change is not a threat but a challenge

Hope – moving toward something better

Integrity – hold steadfast to high personal character

Initiative – be diligent at work

Positive Mental Attitude

Generosity – be faithful in small things

Tolerance – of other's and the everyday challenges

Tact – spread positive feelings

Kindness – be considerate when dealing with others

Good sense – to speak graciously to others

Courage – a chance to learn and grow

Negative Attitude Factors That Influence a No-Win Situation

- Denial – (someone else must be right.)
- Destructive – (passive/aggressive, I'm here – that's it.)
- Don't rock the boat – (“I need my job! I won't contribute.”)

Categories of Attitudes

- **Critics:** Sideline observers – pride themselves in finding fault

Exhibit negative attitudes

- **Spectators:** Watch life happen

Exhibit neutral attitudes

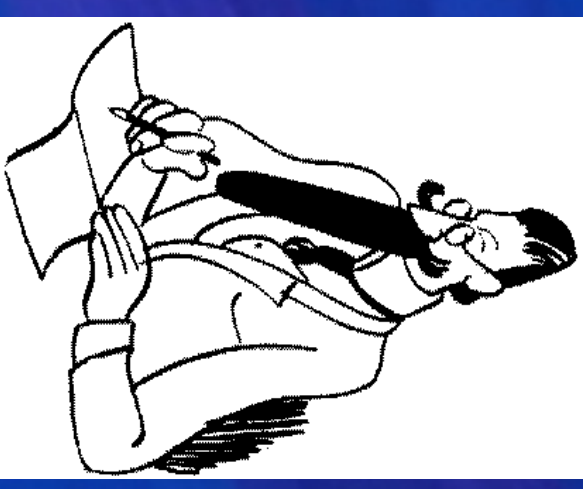
- **Players:** Participate – risk takers

Exhibit positive attitudes

Critics

Thoughts of Negative Attitude People

1. If I make a mistake, I'm a failure
2. Nothing ever goes right for me
3. Other people cause problems
4. Change is a thorn in my side



Feelings of Critics

- Anger
- Frustration
- Doubt
- Pessimism
- Hate

Spectator

Thoughts of Neutral Attitude People

1. Let someone else solve the problem
2. The future will come and go with or without me
3. Situations and people are unimportant
4. Change is a waste of time



Feelings of Spectators

- Unemotional
- Tired
- Indifferent
- Detached

Successful Players

1. Change is an opportunity to grow
2. There's always two sides to a story
3. Failure is the opportunity to begin again – more intelligently
4. Trying a different way is a valuable step toward success



Feelings of Players

- Optimistic
- Confident
- Understanding
- Encouraging
- Loving

Attitudes

Can destroy

- A community
- A family
- A hospital

We choose our attitude daily

Your Attitude

Personally affects the way you do your job

FACT:

Proactive attitude is a positive attitude –
you're happier

Success is:

88% attitude

12% knowledge/skill

Select Good People

“Hire for Attitude,
Train for Skill”

Southwest Airlines

Building Personal Success

1. *Acceptance of others*
2. *Rid ourselves of old habits*
3. *Take time to care*
4. *Offer specific support for specific problems*

Attitudes & Actions That Build Success

5. Awareness of our role
6. Be responsible for actions
7. Look for the roses
8. Sincerity of commitment

How to Change a Bad Attitude

1. Avoid getting angry or making threats – *you only bring out rebellious sides if you do*
2. Set strict limits – *do not settle for any less than a good job & always be consistent about disciplines*
3. Emphasize Team Morale – say *“If you do not do your work, someone else has to do it – but if we pull together as a team, things run more smoothly and we are all happier.”*

Behavioral Changes

I am willing to --

Stop reading something into everything that is said.

Volunteer for projects that exhibit unity.

Take opportunities to enhance understanding between myself and others.

Have the facts before I speak.

Put less emphasis on self-interest.

Talk less & listen more.

Time Out



I See Myself As:

- A mentor
- Good communicator
- Positive interpersonal skills
- Fair in assignments
- Resource for others
- Loyal to my colleagues and my employer

My Colleagues See Me As:

- A rumor monger
- Self serving
- Disloyal to the team
- Complainer
- Unfair in assignments

Power Motivators

- Talent: *strong, enduring, will last forever, role model.*
- Capability: *skilled, committed, trustworthy, knowledgeable.*
- Influence: *firm, determined, persuasive attitude, with perseverance.*

Power Motivators

- Command: *leadership traits, critical thinking skills, organizer, risk taker, decision-maker.*
- Force: *communicator, interpersonal skills, negotiates, collaborates and values honesty.*
- Caring: *compassionate, kind, encouraging, loving, empathetic, fair, with integrity.*

We are all role models.

Action Plan for Health Professionals

1. Establish harmony between what we offer in health care & what the consumer wants.
2. Restore customer confidence in our ability to meet their needs.
3. Rid ourselves of entrenched & habitual personnel/leaders who cannot adjust to radical changes.

Action Plan for Health Professionals

4. Promote higher standards of discipline, quality, efficiency & conduct.
5. Tap hidden talents, capacities & unexpressed energy.
6. Network on continuous basis – remember communication relieves competition stress.

Action Plan for Health Professionals

7. Hold steadfast to high values.
8. Community Health – Prevention is our future.
9. Whatever it takes.

Winners vs. Losers

If you want to be exceptional, do exceptional things. The difference between winners and losers is that the winners do what losers won't do at all or won't do enough.

Developing a Winning Attitude toward Your Job

Considerations:

Anything will grow stale over time if not protected – not *may* but **WILL**.

1. Plan for that – always value your involvement/performance

Developing a Winning Attitude toward Your Job

2. It's a daily job – *ongoing* – so live the part.
3. Realize there is no such thing as a job without a future – *whether it's a great or small future will depend on you!*

Developing a Winning Attitude toward Your Job

4. See the Big Picture – your success will depend on how well you provide a service.
5. Keep developing your ability to see yourself & your work through the eyes of others.

*A heart at peace gives life
to the body.*

Proverbs 14:30



Values Toward Your Job

1. Determination
2. Courage
3. Perseverance

What to do?

1. Start fresh everyday
2. Find a common denominator on which to build a solid relationship (personal and professional)
3. Make the best of bad times



What to do?

*We will have problems...Act upon
those problems/issues.*

What Are Problems?

- Predictors – They help mold our future.
- Reminders – We are not self-sufficient... We need help from God and each other.
- Opportunities – They pull us out of our rut and cause us to think creatively.
- Blessings – They open up doors that we usually do not go through.

John Maxell, “The Winning Attitude”

What Are Problems?

- Lessons – Each new challenge will be our teacher.
- Everywhere – No place or person is excluded from them.
- Message – They warn us about potential disaster.
- Solvable – No problem is without a solution.

John Maxell, “The Winning Attitude”

Moving Toward Excellence

“I can respect a person that I don't like, but I can't like a person that I don't respect.”

Author unknown

Moving Toward Growth

What major area have I changed my mind about this year?

How long has it been since my assumptions about an issue were absolutely dead wrong?

Who am I close to who thinks very differently than I do, and what have I learned from that person?

How much time have I spent “recently” seriously questioning the way I think?

Moving Toward Excellence

- Commitment
- Work hard
- Good health/boundless energy
- Look like a winner
- Be enthusiastic
- Forget tomorrow and yesterday

Eight Traits of Success

Your chances of succeeding at anything you attempt may depend on being:

1. A dreamer who can visualize your success (by focusing more on what you want to happen than on what you fear may happen.)
2. Disciplined enough to set goals & priorities & devise plans – flexible enough to change those plans when a new opportunity arises.

Eight Traits of Success

3. Dedicated enough to know that success demands total commitment & contagious enthusiasm motivates others.
4. Decisive enough to make more decisions & to make them more quickly.
5. Daring enough to risk more, to welcome change & to view mistakes as a chance to learn.

Eight Traits of Success

6. Devoted to a program of life-long learning & self-improvement that finds you constantly learning new skills & developing more interests.
7. Dependable to a fault, always keeping your promises to yourself & others.
8. A delegator who knows that time is best spent doing what you do best – not trying to do everything yourself.

Wellness for the Caregiver

Ten basic rights for health professions

You have the right to:

1. Be treated with respect
2. A reasonable workload
3. An equitable wage
4. Determine your own priorities
5. Ask for what you want

Wellness for the Caregiver

Ten basic rights for health professions

You have the right to:

6. Refuse without making excuses or feeling guilty
7. Make mistakes & be responsible for them
8. Give & receive information as a professional
9. Act in the best interest of the patient
10. Be human

Success

Must have –

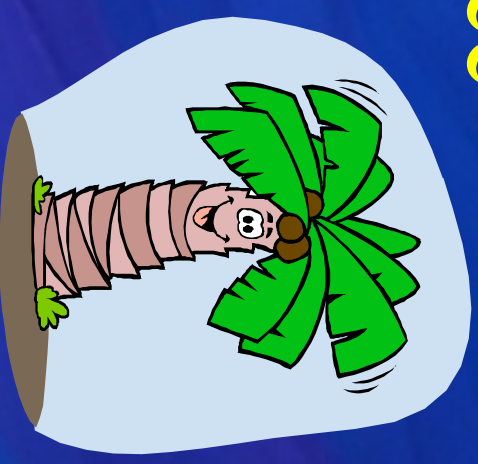
- 1. The capacity to love.
- 2. The capacity to learn.
- 3. The capacity to laugh.
- 4. The capacity to leave.

Enjoy what you can
Endure what you must

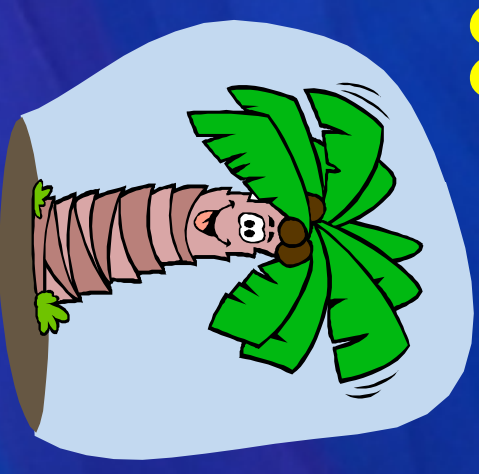
Goethe

“Shaking the Sugar Tree”

- Mind/Body partnership breeds health.
- Go peacefully about your life.
- Be committed to running the race.
- Learn damage control techniques.



“Shaking the Sugar Tree”



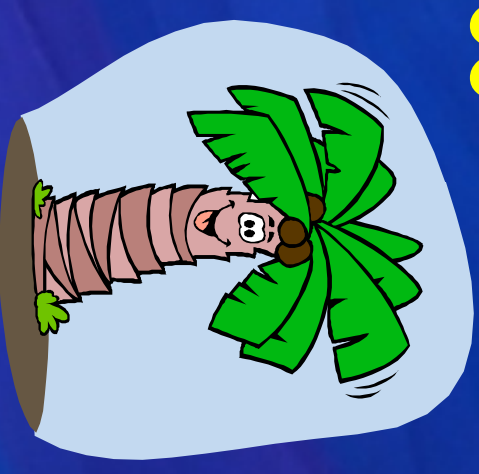
- Put a high price on your dreams/memories.
- Speak softly to yourself and others.
- Do a good deed for someone.
- Find your hiding place.
- Throw jewels, not crumbs..

“Shaking the Sugar Tree”

- Find your spiritual gift & use it.
- Believe in the goodness of others.
- Know what is precious to you & cherish it.
- Put your trust in GOD!



“Shaking the Sugar Tree”



- Try, always try.
- Always keep hope alive.
- Drop the three L's (lack, loss & limitations.)
- A dose of humility is good for your mind, body and soul.

“Shaking the Sugar Tree”

- Find something good in every person and situation.
- Don't be afraid to apologize and forgive.
- Put your trust in GOD!



Vintage Vivian

Whatever it is –

*Yourself, Your Mind, Your Body, Your
Family, Your Job, or Your Life*

Peace Must be Preserved



*He will keep in perfect peace
all whose minds are stayed
on Him.*

Isaiah 26:3



