

How Would It Be If ... ?

We work with people who are different from us in some ways. How can we create a safe and collegial environment where we all feel comfortable and valued? What would the world be like if ...

- we strive to bring out the best in each other every day?
- we recognize the differences in our personalities and strive to understand these differences?
- instead of asking others to change to suit us, our goal was to help them to perform at their highest level?
- we received what we need from others by treating them the way we want to be treated?
- we were not defensive about our weaknesses but gracefully allowed others to complement us with their strengths?
- we told someone that we appreciate the unique strengths they bring to the team?
- we were impeccable with our words and actions?
- we didn't take actions, words or perceived behaviors personally?
- we didn't make assumptions of others on our team?
- we consciously believed the best of everyone at work?

Precepting and Diversity

Adapted Version of "The Ant and the Grasshopper"

VERSION I: The ant works hard on her unit, always showing up for work on time, always volunteering for committees, always coming in when called, always taking the most difficult assignments, always bringing birthday cakes for staff birthdays and always precepting the new bugs. One day, she is asked to precept the grasshopper. Wondering if the grasshopper will be a good worker, the ant agrees. The grasshopper completes orientation and becomes efficient. However, the grasshopper comes to work, just making it in time for report. He doesn't belong to any committees, doesn't advance on the clinical ladder, doesn't pick up extra shifts and calls in when his little grasshoppers are sick. The ant does not like the grasshopper. In fact, the ant plans her schedule to work days the grasshopper is not there. The ant thinks the grasshopper should be more resourceful and pick up some extra days to make money for later. After all, the ant thinks, the grasshopper will eventually grow old and want to retire. What will happen to the grasshopper then?

VERSION II: The ant works hard on her unit, always showing up for work on time, always volunteering for committees, always coming in when called, always taking the most difficult assignments, always bringing birthday cakes for staff birthdays and always precepting the new bugs. One day, she is asked to precept the grasshopper. The ant agrees. When the grasshopper shows up on the unit, the ant notices some differences. The ant reflects on their difference in age. The ant notices that the grasshopper calls in when her little grasshoppers are sick. The ant reflects back on when her ants were small and remembers calling grandma ant to stay with the sick ants. She wonders if this was wise. The ant decides to talk to the grasshopper about their differences. The grasshopper suggests that the ant could quit making all the birthday cakes. "What if we have one birthday cake a month to celebrate all the birthdays in the month? We could put up a sign-up sheet, and you could sign up for one month," the grasshopper tells the ant. The ant thinks it's a great idea. She thanks the grasshopper for his idea because she was really getting tired of always being the one to remember everyone's birthday, including the ladybugs and beetles. The ant also notices that the grasshopper is a strong patient advocate and team member. The ant wants to work the same schedule as the grasshopper.

VERSION III: This is YOUR version. How does your story end?