

THE NURSING TEAM
REMEMBER TEAMWORK!!!!!!!!!!!!!!!

YOUR GENERAL RESPONSIBILITIES TO RESIDENTS, COWORKERS, AND YOUR EMPLOYER INCLUDE:

- Recognize as individuals
- Promote autonomy (self determination)
- Provide mindful care-giving
- Be a good (dedicated, dependable, trustworthy, patient, understanding) employee
- Communication

GUIDELINES TO DEVELOP GOOD RELATIONSHIP WITH CHARGE NURSE:

Your relationship with the charge nurse is important for quality care. You need to feel you are partners to reach the care-giving goals for each resident in your care. The charge nurse is a resource for problem solving, and teaching. To develop a good relationship with the charge nurse, be reliable and trustworthy, and communicate openly.

- Be on time for work every day
- Be open minded & flexible in accepting assignment
- Ask question if you don't understand. Make sure understand what the charge nurse expects of you. NEVER TRY TO DO ANYTHING YOU HAVE NOT LEARNED TO DO.
- Be patient if you need charge nurse's help. Has many other responsibilities.
- Report changes immediately
- Talk about any problems or concerns you may have
- Be accountable and honest

GUIDELINE TO DEVELOP GOOD RELATIONSHIPS WITH CO-WORKERS:

- Offer your help to co-workers
- Be supportive & available to help when needed as long as it doesn't interfere with immediate care you are giving another resident
- Go to lunch together (If staffing allows)
- Share ideas about care-giving (but always respect residents right to confidentiality!!!)
- Call in sick only when you are ill!
- Attend in-service education classes together
- Be honest and reliable
- Be open to learn about & accept cultural differences
- Respect others opinions & beliefs

GUIDELINE TO DEVELOP GOOD RELATIONSHIPS WITH RESIDENTS:

Resident's needs: Are always the primary focus of care!!!

- Balance the art of care-giving with the science of nursing: The art of care-giving is your own personal style. The science of nursing is the skills (tasks) you need to learn to give quality care. If you focus only on skills, you may be efficient but also may seem cold and uncaring. If you focus only on the art of care-giving, you may seem caring and compassionate but may be slow and inefficient. NEED TO BALANCE!!!
- Mindful Care-giving: Means paying attention to details, looking at situations openly, being observant, and mostly being willing to change.
- Understanding Resident's Routines: How do you know what a resident likes or dislikes? Best way is to ask! Ask resident if possible, family, & other health care workers.
- Developing trust: It takes time to learn about residents. A relationship cannot grow without trust. To develop trust:

Make sure resident feels safe

- Listen to what they want you to do & how they want things done
- Be clear about what you can & cannot do for them
- Be courteous at all times
- Be honest & open
- Be consistent
- Dress professionally
- Keep their confidence (confidentiality)

