Week 6 Training Exercise: Talking the Talk AND Walking the Walk

PIA SAFE WEEKLY

It is vitally important both as PIA SAFE champions, as well as members of WUDA, that we all do our part to create the culture and environment we desire.

Our PIA SAFE champions group encompasses a wide variety of roles, from the chair to trainees! Individually our ability and capacity to influence culture may be quite varied, however it is up to each of us, no matter our role, to make steps each day to creating a safe, welcoming and respectful environment for all!

Here are some important steps we can take each day to improve the psychological safety of our work environments.

1. **Recognize the importance of introductions aka "My name is not ANESTHESIA!!"**

We all feel respected and respond best when we are called by our name.

It is so important to know the names and correct pronunciations of each member of your team. This is especially important in clinical areas where we are working on multidisciplinary teams with rotating staff!

Start each day (or each case!) by introducing yourself. Let people know your preferred name and your preferred pronouns. Let people know your role. Take the time to do this for everyone in the room. If you are working with a trainee make sure that they are properly introduced to the team!

This is a great first step to stopping misidentifications and microaggressions!

2. **Promote and encourage inquiry and questioning, but know when to stop.**

As an academic institution we value and encourage teaching as well as opportunities for questioning and learning! However, it is important to maintain healthy boundaries and interactions when teaching and questioning.

Start each day with sharing your goals and expectations for yourself and your trainee or team member for the day.

Make sure that you are allowing sufficient time for people to answer. Allow people to answer "I don't know" without fear of repercussion.

Use compassionate language when correcting.

Use verbal and nonverbal communication as well as body language to guide your interactions. Can you see your trainee or team member becoming uncomfortable or demonstrating that they are overwhelmed or experiencing another strong emotion? Take a pause and reassess your interaction.

3. **Mitigating power differentials and giving and receiving feedback**

Be open to feedback to improve our skills. This is true not only for trainees, but for ALL of us! Feedback is necessary for improvement, and we ALL have room to improve!!

One way to mitigate power differentials is set expectations for feedback to be bidirectional.

Feedback should focus on BEHAVIORS.

Don't forget to always make it a priority to give positive feedback each day!