# Mitigating the Challenges

Directions:Use this checklist as a guide to help you think through how you will approach your new role and how you can build support. Select the items that represent an approach or action that you would like to take. You can adapt any of these to meet your unique needs.

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| Understanding the environment | |
| **✓** | **Approach or Action** |
|  | Schedule meetings with different stakeholders every day.   * Do not assume that you understand the environment (even if you were working in it). * Your perception will change with your new role. |
|  | Make as few promises as possible.   * Collect information and *listen* until you feel that you understand the environment. * Check your assumptions. |
|  | Stabilize the situation.   * Unless charged to do otherwise, extend the prior system and organizational structure until you fully understand what, if any, changes need to be made. * Assess the strengths of clinicians, faculty, and staff, and understand how things are working before making any changes. |
|  | Assess the strategic direction of the organization. |
|  | Start with an open mind as you form your own opinions. |
| Building support | |
|  | Do rounds to understand:   * The players and their perspectives, roles, and priorities. * Understand the environment from a multitude of perspectives. |
|  | Meet with others across the organization to learn about their perspectives and challenges. Consider:   * Compliance. * Human resources. * Finance. * Hospital leaders. * Nursing leaders. * Practice leaders. * Other units, departments, and schools. |