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# COLLEGIALITY

## BUILDING A CULTURE OF COLLEGIALITY

### THE HOW-TO'S OF COLLEGIALITY

#### - Identify with other nurses.

- Feel pride in the accomplishments of nurses.
- Respect and trust nurse colleagues and their work.
- Form strong alliances with your nurse associates. Turn to them for help and consultation.
- Show active interest in each other's work and projects.
- Identify areas where you can work with your colleagues for mutual benefits.

#### - Establish peer-collegial and mentor-protege connections

- Build strong support relationships with your peers. Promote and nurture each other.
- Consciously establish yourself as a mentor to your less experienced associates.
- Offer your guidance and support in various ways, depending on your own background and strengths and the needs of your proteges.
- Actively seek the assistance of a more experienced colleague who might serve as a mentor to you-to counsel, promote, open doors, and sponsor you in various ways.

#### - Develop collegial strategies for mobilization

- Consult and act with your colleagues when influence is needed in any situation.
- Collegial strategies include cooperation, collaboration, and compromise. It is not always possible to achieve a complete consensus with colleagues.
- Agree to disagree with your colleagues, and a healthy diversity of ideas will evolve.
- Form a professional support group with colleagues who share common interests and want to support and learn from one another. Kirschenbaum and Glaser (1978) provide guidelines for starting a profession support group.

from C. Vance, "Political Influence:  
Building Effective Interpersonal Skills"

In  
Mason and Tolbott's,  
Political Action Handbook for Nurses,  
Addison Wesley, 1985

Power

who needs power nurses do  
to be able to get things done

collegiality - the relationships among professional associates  
has 3 dimensions - interpersonal relations, decision-making &  
professionalism

Positive aspects of collegiality

- 1) High morale/feling among colleagues
- 2) Sense of comradery,
- 3) Communal spirit

Remarks (Peltz, 1985) productivity is positively related to  
the quality of interaction is collegial

Withey, L. (1985). Collegiality of colleagues was  
important in both the attraction & retention of faculty

concerns appeared about lack of regard, fairness, respect &  
disrespect noted among colleagues

Interpersonal dimensions of collegiality

confidence, trust, mutual help, mutual support, friendliness  
& enjoyment, focus efforts toward goal achievement,  
creativity, open communication, freedom from threat

L. Withey

Collegiality is a positive dimension of the workplace  
for many nurses. If we can build a sense of collegiality  
to improve a profession's scope and status, it can make

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# COLLEGIALITY

for practice. These are national policy decisions which for the sake of credibility must be made by members of the profession. "Wisdom dictates that nurses carefully listen to our communities of interest, but it produces wisdom that the right to decide must be jealously guarded by the profession. Professors & associates provide the arena for the decision making. It would be inappropriate to have these policies evolve from legislatively agreed to obvious commercial bodies or groups which allow they membership. Once these decisions slip from our grasp our autonomy will quickly be lost. We should not move defining nursing practice for nurses.

The visionary and pioneering leader assures the functioned domain of nursing through an individual licensing test.

process of professional associations = collective strength

Groups who assumed the began to define standards for quality care, establish qualifications for entry into the profession as well as criteria for specialty practice

Opposition : changes in society

1. presume a lack of confidence in you

2. lack of capacity to think consensus on major policy issues

3. 4 & 5 will support nonperforming single-issue press make up of equal interest off

6 this is less unwillingness to accommodate to the common good & to sacrifice for the large interest