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**Collegiality; Series I; File 29.5**

Juanita Hunter

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Reference List: Building a Culture of Collegiality


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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 your 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-protégé connection
  - 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 protégés.
  - 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 health 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. Kirschbaum and Glaser (1978)
    provide guidelines for starting a profession support group.

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from C. Vance, "Political Influence:
Building Effective Interpersonal Skills"
in
Mason and Taboito's,
Political Action Handbook for Nurses,
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FEAR
who needs power; nurses do
be able to get things done

COLLEGIALLY, the relationships among professional associates
first and foremost interpersonal relations, decision making

Future aspects of collegially
1) Trust and friendship among colleagues
2) Honesty of relationships
3) Teamwork spirit

Research (P. A. Hadaway) productivity is positively related to
the role of interaction as teamwork
interpersonal relations between colleagues are
important in both the attitude and retention of faculty
concerns improved about lack of regard, turnover, discontent
suspect noted among colleagues

Interpersonal dimensions of tell quality
influence, trust, mutual help, mutual support, coordination
mutual respect, team efforts toward joint achievement
mutuality, open communications freedom from stress

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Professional nurses' developmental they are needed
for professional values. These are the factors that determine
their ability to fulfill the professional scope and society's expectations.
COLLEGIALITY

for practice. These are critical policy decisions which for the sake of credibility must be made by professionals in the profession. Wisdom dictates that advice transparently ethical to our communities of interest, but prudence reminds us that the right to decide must be jealously guarded by the profession. Professional associations provide the forum for these decisions. Making it would be inappropriate to have these policies evolve from regulatory agencies or obvious consumer-based groups with access by membership. Once these decisions slip from our grasp, our autonomy will rapidly erode. Some lost and never defining steering practice for nurses.

The advisory and governing boards assume the practical domains of nursing through an individual decision-making

power of professional associations - collective strength

defines access to resources, the ability to define standards for services, select educational qualifications for entry into the profession as well as standards for specialty practice.

The relationship between society

1. Lacks a lack of evidence in good
2. Lack of capacity to make decisions on major policy issues
3. A lack of will, seeking to promote single issues;  from made-up of special interest groups.
4. There is an unwillingness to accommodate to the common good to benefit for the long-term intended