Samantha Baggett – Self Assessment as Leader

Quantum leadership envisions the whole big picture while integrating team action. Early in my nursing career I valued the team healthcare approach because of the fast pace emergency department that I precepted in and chose to begin my first job. Now after over a year of being “on my own” as a nurse in the emergency department, I have learned even more about the importance of a team, working as one and the qualities that a good team member possesses. I have learned how to observe and learn from others, communicate effectively and provide competent care by practicing my skills and staying current with evidence based practice.

  Because of continuous change, leaders must be transactional as well as transformational. The leader’s role is to engage with the unfolding reality, perceive it, note its demands and implications translate it for others and then guide others into actions to meet the demands of a reality not quite present. I feel that my experience in the ER has helped me to think critically and adapt to my surrounding even when they change abruptly because I never know what will walk in the door next or what situation my team will be in within a moment. I have learned that every decision has a consequence and that every second matters!

 Emotional leadership comes when the leader conveys passion for the movement of change in hopes to inspire response from others. Leaders in healthcare must help others end their attachment to the kind of healthcare system to which they have become comfortable with and embrace new systems of change. I am truly passionate about nursing and feel that I express that to my fellow co-workers and patients by my motivating attitude. Through my education, I have learned the importance of continuous quality improvement, as well as ways to communicate this effectively to others. Healthcare leaders must be able to communicate to others their vision for the future and bring energy and commitment to the reformation of our healthcare and education systems. By sharing ideas through shared leadership we will capture the hearts of healthcare providers and educators to communicate and challenge the currents ways of thinking, educating and providing care. I feel that I can communicate professionally with a collection of healthcare providers in a collaborative work setting due to my experience with an ER team. I have worked with nurses from various educational and ethnic backgrounds, advance practice nurses, physician’s assistants, physicians, specialists and even medical students. This diverse population has helped shape me into a cultural competent leader.

Leaders, whether in practice or educational setting, must be servants to those around them. Change is a never-ending journey within both of these settings. Leaders of change must carefully balance periods of effort and actions with periods of rest and celebration so that those embracing change will be regularly refreshed, encouraged and energized to meet future challenges. I have always been a natural “people pleaser” that is compassionate. I feel that I lend an open ear and value others concerns and opinions genuinely. I have learned how to give and receive constructive criticism. I also am excited to celebrate accomplishments and achievements with others during appropriate times.

Leaders must also be aware of the constant changes in healthcare and remain up to date on any current events that affect their field. I feel that I have gained the knowledge to be able to find the most recent research and data to share with my workplace and with my patients. I am committed to understanding policies and procedures within my scope of practice and leading others to choose the best decisions to provide quality care.

  Being a leader requires much work and has many complex responsibilities. I am continuing my education to become a better leader, nurse and educator. Throughout my career, I plan to continue to stay up to date with current evidence based practice, attend conferences within nursing, commit to nursing groups and keep my continuing education class hours up-to-date. I wlll identify my weakness throught self-assesment and through peer reviews as well as patient and student feedback. The principles of leadership develop more over time. To reach better health practice and overall educational curriculums, leaders must understand leadership theories, the principles behind each of them and embrace change!

Porter-O’Grady, T. (2011). *Quantum Leadership (3rd ed.).* Burlington, MA: Jones & Bartlett Learning.