

Podcast Show Notes

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Building Your Credibility and Team Skills: Building Your Own Credibility On and Off the Team

Trust is a critical factor in building effective teams. This trust-factor begins with you and your self-awareness, mindset, behaviors, and accountabilities. This discussion focuses on how to develop that healthy mindset to promote respect and commitment allowing you to establish yourself as a trusted member of the team.

This CE course is relevant to nurses and healthcare professionals.

Guest

Kathy A. Scott, PhD, MPA, RN, FACHE

- Partner and Co-founder of L3 Fusion LLC
- Holds a PhD in Healthcare Administration and Organizational Systems
- Holds a master's degree in Public Health Administration
- Multiple chief executive roles in healthcare systems
- Doctoral research served as the science behind the best-selling book she co-authored *Stupid Gone Viral – When Science and Reality Collide*



Guest

Bridget Sarikas

- Partner and Co-founder of L3 Fusion LLC
- Co-author of the best-selling book *Stupid Gone Viral – When Science and Reality Collide*
- Focused on transformational leadership that helps individuals and organizations maneuver through the chaos and complexity of today's organizations and move to a healthier way of living, leading, and learning



Host

Leana McGuire, BS, RN

- Extensive expertise with leadership development and executive coaching
- Best-selling author
- TEDx Speaker
- Expertise in content development, visual performance, speaking, and podcast hosting.



References

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Edmondson, A. (2019). *The fearless organization: Creating psychological safety in the workplace for learning, innovation, and growth.* John Wiley & Sons.

Tulshyan, R. (2022). *Inclusion on purpose: An intersectional approach to creating a culture of belonging at work.* MIT Press.

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Resources

TIPS/EXERCISES

Bias Exercise

Use “flip it” to test your bias. If you are going to give feedback, ask yourself “Would I give this feedback if I saw the same behavior in someone who looked like me?” If you’re about to give feedback to a Black woman that she’s aggressive, you have to ask yourself whether you’d say the same thing to a White man? Would you still use that word? Taking a moment to flip it can help think through and hopefully catch your own biases.

Inquiry Exercise

Ask expansive questions – “What might we be missing? What other ideas could we generate? Who has a different perspective?” These types of questions consider how someone’s remarks might be applied, or more fully explained. They take the form of open-ended questions - questions that start with the words “what” and “how,” rather than questions that prompt a “yes” or “no” response. It’s about bringing your curiosity to the conversation.

Questions that deepen understanding – “What leads you to think that? Can you give me an example?”

Mindset Exercise

Ask yourself when you feel smart. Is it when you are flawless or when you are learning?

Self-checks

These are checks in which an individual engages in their own introspection, critiquing their own tendencies. This can be done in small groups with participants sharing stories about times they've failed to listen to others or pick up on cues such as body language, tone, emotions, energy, or perspective. Then the group can reflect on common trends in all the stories and discuss what it feels like to not be seen and heard, as well as how it feels when truly listened to. This type of self-check connects the head and the heart.

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