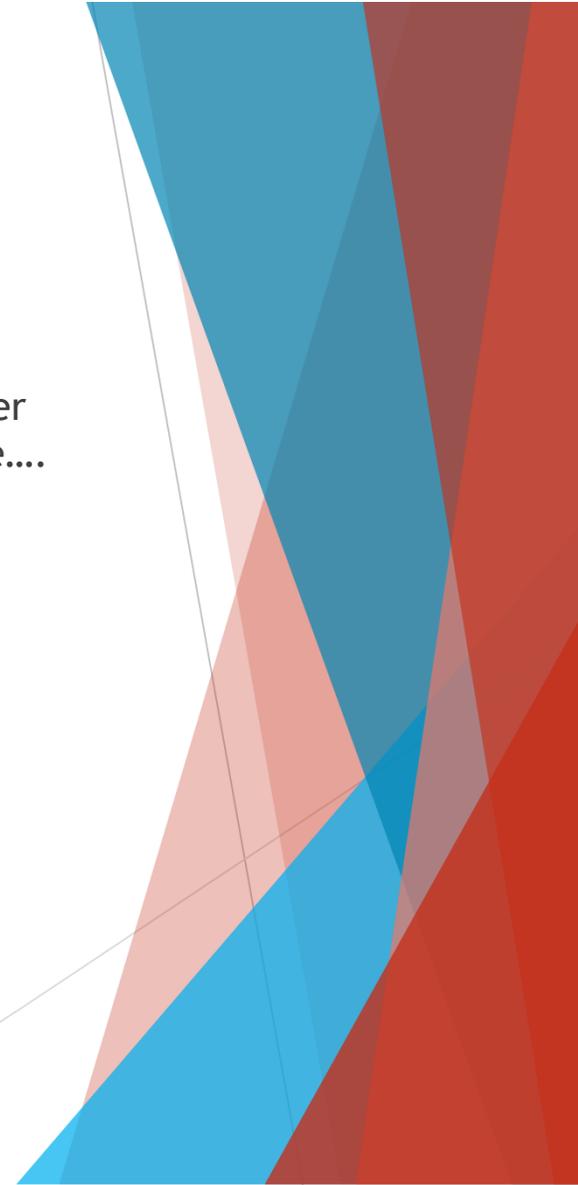


# Chair Academy Mid-point Report



## Last 6 months

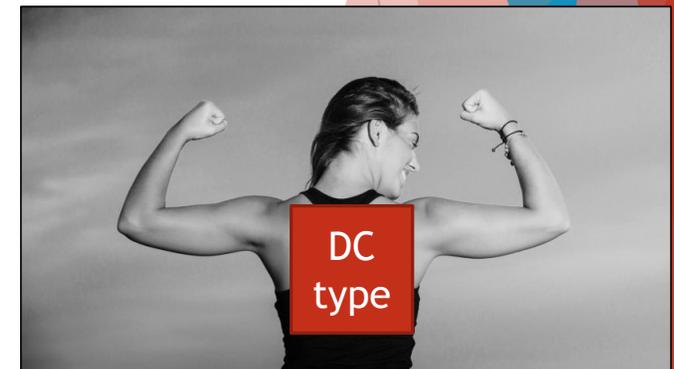
- ▶ I have felt very empowered since the Chair Academy in June
- ▶ My favorite memory from week 1 of the Academy was just feeling like other people had some of the same challenges as I did. I felt that I wasn't alone....
- ▶ More aware of my philosophies and way of communicating
- ▶ Working hard to meet goals set for self
- ▶ Creating awareness for others of what I need from them and encouraging them to call me on undesirable behaviors
- ▶ Working with a mentor who I admire
- ▶ Setting new goals for self to advance my profile and showcase leadership skills
- ▶ Creating a leadership platform that I can be proud of!



# MAP Review

My mission is to be constantly moving forward in a positive way that is true to my being while appreciating others similarities and differences.

- ▶ I am a strong DC type personality
- ▶ It has been helpful to know my triggers and understand why I react the way I do
- ▶ Shared this with my immediate team and remind them occasionally why I respond in a certain manner
- ▶ RT faculty did the DiSC as a team and it was very helpful to understand how to relate to the entire team more effectively
- ▶ Understand why I get frustrated with others at times
- ▶ Helping to mend challenging relationships with working peers



# SAIT Respiratory Therapy Faculty

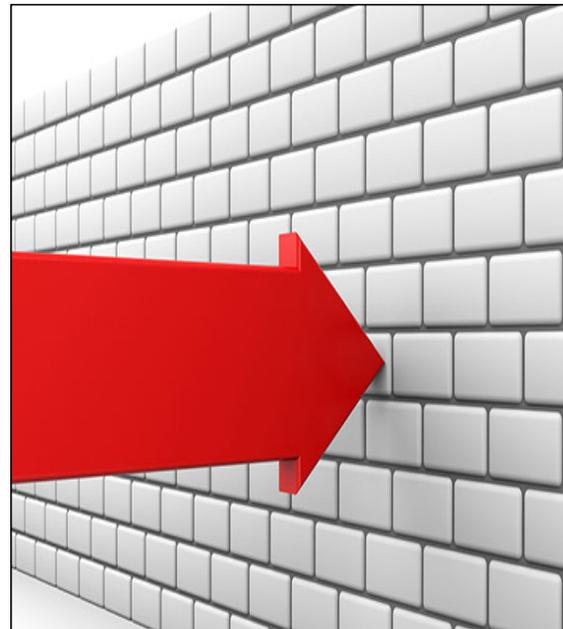


- Immediate team members are identified by the arrows
- Learning to understand how each other functions best
- More productive environment for all

# What stands in the way....

Getting better at some things but still struggling with others

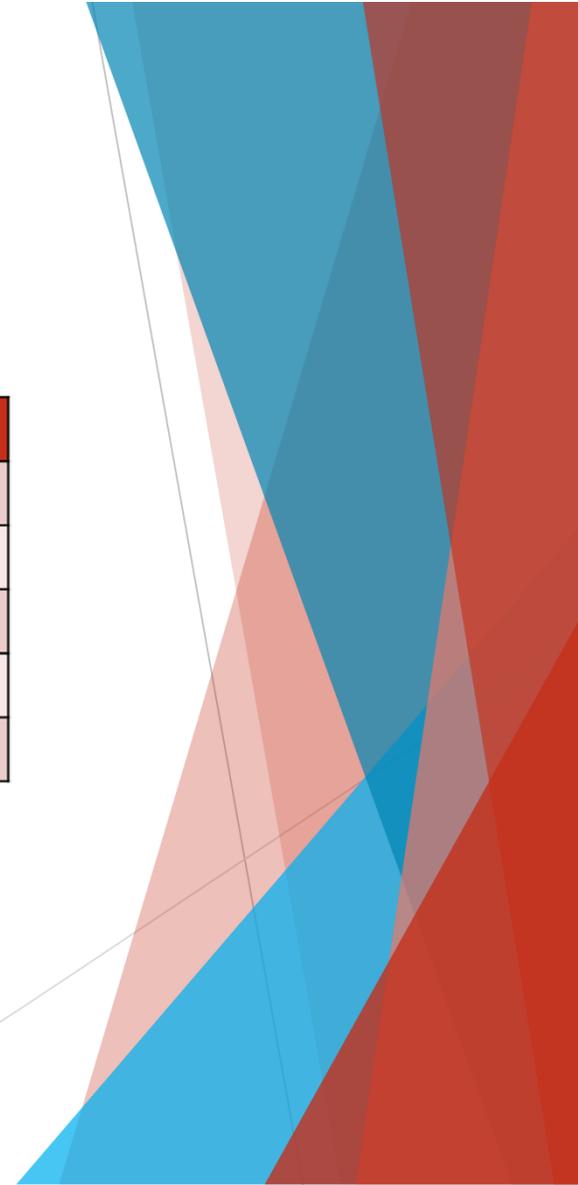
- I always identify the shortcomings in a plan due to skepticism 
- Difficulty accepting help due to stubbornness and high standards 
- Allow body language to convey my emotions when displeased 
- Struggle from lack of patience when performing tasks 



# Values and Strengths

Values
Challenge
Dependability
Communication
Honesty/Integrity
Independence

Strengths
Achiever
Input
Relator
Discipline
Learner



# IPDP Summary

Objective	Goals and Progress
Complex Role	Working on work-life balance: Set guidelines for self, no emails to students after 5pm or weekends, struggle with increased workload
Strengths	Maintain productive team: Struggling a bit here, worried about team member getting burnt out and leaving
Leadership Practices	Being seen as a positive influence: Good and bad days, working on my response to stressors, negatives responses impact team. Face still gives me away...
Work Behavioral Style	Share DiSC: Have shared this and explained why I act the way I do at times, entire faculty did DiSC as team building. Very positive and helps me significantly when dealing with others
Strategic Thinking	Wanting to know more about this: Large scale interest by campus for student mental health, added new goal to help with faculty mental health as well. Presenting initiative
Culture and Inclusion	Trying to create more inclusion: Brought in some guest speakers for students and created an opportunity for students to work with marginalized population, create awareness
Leading Teams	More gratifying environment: I feel it is better, team seems happy with my responses to stress. I feel more relaxed and we do laugh more which was a goal.
Effective Communication	Think before acting: Still struggle with this at times. Trying to be more reflective on what works and what doesn't. Tried to journal but not successful. No issues with student communication but struggle in my "safe" space with peers.

## Quote I like about DiSC styles...

Treat others the way they want to be treated, not how I would want to be treated.

...in regards to DiSC styles

I like this quote as it goes directly against what everyone always says...to treat others the way that you want to be treated but it makes perfect sense now!

The DiSC training teaches us that the old adage is not the best way to go.

# Communication

- ▶ Communication is one of my core values
- ▶ I spend a lot of time with students encouraging strong communication as a way to overcome challenges and strengthening relationships
- ▶ I was surprised when “support” was not in my DiSC profile but realize that maybe I strive to provide support to reach the “results” piece of the DC personality.
- ▶ I love this Big Bang Theory video and use it to demonstrate “active listening”, its over the top but I find it helps me to be more aware of how I “listen” to others when they speak to me
- ▶ [HTTPS://WWW.YOUTUBE.COM/WATCH?V=3\\_DAKDsBQYk](https://www.youtube.com/watch?v=3_DAKDsBQYk)

(I couldn't embed the video for some reason - Enjoy the laughs!



# Mentor Meetings

- ▶ Very happy with my mentor
- ▶ She is very positive and I admire her ability to keep her cool
- ▶ I chose her as these are the attributes that I need to work on the most
- ▶ Met once a month since September
- ▶ She gives me something to think about each time we meet
- ▶ Shares her challenges with me as well with a genuine curiosity as to what I think about them and what my approach might be
- ▶ She shared a quote that has helped me a great deal:

Worrying about whether someone will do something shows lack of trust in them. TRUST that others will do what they need to do, even if it is not on your timelines.

# Challenges



- ▶ Workload is very high right now
- ▶ Always something new and “important” that is being placed on my plate
- ▶ When try to explain that “I will do my best” or that I am struggling, it is often dismissed as “it has to get done”
- ▶ I am struggling with how to manage this and my frame of mind/work-life balance
- ▶ Feeling like I am not being heard or taken seriously as I always do get the work done...but at what expense?
- ▶ Lack of time with family/work at home/high stress levels
- ▶ This fits into my Complex Role objective

# New goals

- ▶ Incorporate Chair Academy learnings into monthly newsletters to clinical partners
- ▶ Present to leadership a possible new school initiative for staff mental health- Not Myself today [www.notmyselftoday.ca](http://www.notmyselftoday.ca) (present in January)
- ▶ Create a yearly educational day for Respiratory Therapy hosted by SAIT - beginning stages of gathering information
- ▶ Start work on entering Masters of Leadership
  - ▶ Apply for professional credential enhancement funding
  - ▶ Enroll in writing course
  - ▶ Gather past work experience to grant me entry without a Bachelors degree

# Growth Opportunities

This picture speaks to me



- ▶ Presenting at national Respiratory Therapy conference in Montreal in May 2020
- ▶ Recently became a Director at Large for the College and Association of Respiratory Therapy of Alberta (3 year term)
- ▶ Applied for position on exam writing committee for Canadian Board of Respiratory Care national credential exam
- ▶ Expressed interest in a role on the national council for the Canadian Society of Respiratory Therapy
- ▶ Hoping to help with planning the 2021 National conference as it is in Banff at that time.
- ▶ Completed Resilience training and learned some new strategies

# Motivation/Inspiration

Canola fields in August (note I did not take this pic but it is what it looks like around my home)



- ▶ I am motivated by success. This fits with my DC personality.
- ▶ When students state that I have made a difference in their lives or something I have said or suggested has helped, I feel at my best.
- ▶ Knowing that I have made a small difference in the profession that I value and love, significantly improves my morale.
- ▶ I have found that certain videos help to re-center me and get me back into the proper mindset. These are often shared with students.

Do what is Hard

# Motivational Video

► <https://www.youtube.com/watch?v=bYMUb4uQZoo>

# Walk the Talk

## Motivational Video

- ▶ <https://www.youtube.com/watch?v=t4AJFyK63Hg&t=3s>

# Supports in my world



My partner

Doing what we love!  
Enjoying the great outdoors!



Love this pic of  
my son....soaking  
it in!



My son



## Work to do...

- ▶ I will continue to work on my IPDP goals
- ▶ Start working on new goals and long term projects as well
  - ▶ Get surveys out to preceptors regarding Education day
  - ▶ Get application in for Professional Enhancement funding
  - ▶ Present Not Myself Today initiative to leadership
- ▶ Help needed from Chair Academy:
  - ▶ What to do when my leadership doesn't recognize overload?

