

**We work with people who are, in some ways, different from us. How can we create a safe and collegial environment in which we all feel comfortable and valued?**

**What would the world be like if...**

- ☐ We strove to bring out the best in each other every day?
- ☐ We recognized the differences in our personalities and strive to understand these differences?
- ☐ Instead of asking others to change to suit us, our goal was to help them perform at their highest level?
- ☐ We received what we need from others by treating them the way we want to be treated?
- ☐ We were not defensive about our weaknesses but gracefully allowed others to complement us with their strengths?
- ☐ We told someone that we appreciate the unique strengths they bring to the team?
- ☐ We were impeccable with our words and actions?
- ☐ We didn't take actions, words or perceived behaviors personally?
- ☐ We didn't make assumptions of others on our team?
- ☐ We consciously believed the best of everyone we work with?

## Precepting and Diversity

### Adapted Version of "The Ant and the Grasshopper"

**VERSION I:** The ant works hard on her unit, always showing up for work on time, always volunteering for committees, always coming in when called, always taking the most difficult assignments, always bringing birthday cakes for staff birthdays and always precepting the new bugs. One day, she is asked to precept the grasshopper. Wondering if the grasshopper will be a good worker, the ant agrees.

The grasshopper completes orientation and becomes efficient. But the grasshopper comes to work, makes it just in time for report, doesn't belong to any committees, doesn't advance on the clinical ladder, doesn't pick up extra shifts and calls in when his little grasshoppers are sick. The ant does not like the grasshopper. In fact, the ant plans her schedule to work on days the grasshopper is not scheduled. The ant thinks the grasshopper should be more resourceful and pick up some extra days to make money for later and out the unit. After all, the ant thinks the grasshopper will eventually grow old and want to retire. What will happen to the grasshopper then?

**VERSION II:** The ant works hard on her unit, always showing up for work on time, always volunteering for committees, always coming in when called, always taking the most difficult assignments, always bringing birthday cakes for staff birthdays and always precepting the new bugs. One day, she is asked to precept the grasshopper. The ant agrees. When the grasshopper shows up on the unit, the ant notices some differences and reflects on their difference in age. The ant notices that the grasshopper calls in when his little grasshoppers are sick. The ant reflects back on when her ants were small and remembers calling grandma ant to come stay with the sick ants. She wonders if this was wise. The ant continues to reflect and decides to talk to the grasshopper about their differences. The grasshopper suggests that the ant could quit making all the birthday cakes. "What if we have one birthday cake a month to celebrate all the birthdays of the month? We could put up a sign-up sheet and you could sign up for one month," the grasshopper tells the ant. The ant thinks that is a great idea. She thanks the grasshopper for his idea since she was really getting tired of always being the one to remember everyone's birthday, including the ladybugs and beetles too. The ant also notices that the grasshopper is a strong patient advocate and team member. The ant wants to work the same schedule as the grasshopper.

**VERSION III:** This is YOUR version. How does your story end?