



The Doctor-Nurse Game

Chelsea G.Willmott

chelsea@empoweringeducation.co.nz

So what is.....



*The
Doctor-Nurse
Game*

The game developed from the attitudes that were shaped within medical and nursing training in the 1960's.

The cardinal rule was that an open disagreement between players had to be avoided at all costs.

Nurses learned that making suggestions to Doctors was equivalent to insulting or belittling them: it was tantamount to question their medical knowledge as it implied that they did not know their business

Doctors were told that nurses were their handmaidens.

Nurses were socialised to accept the Doctors authority.

Nurses needed to Communicate their suggestions without appearing to make them.

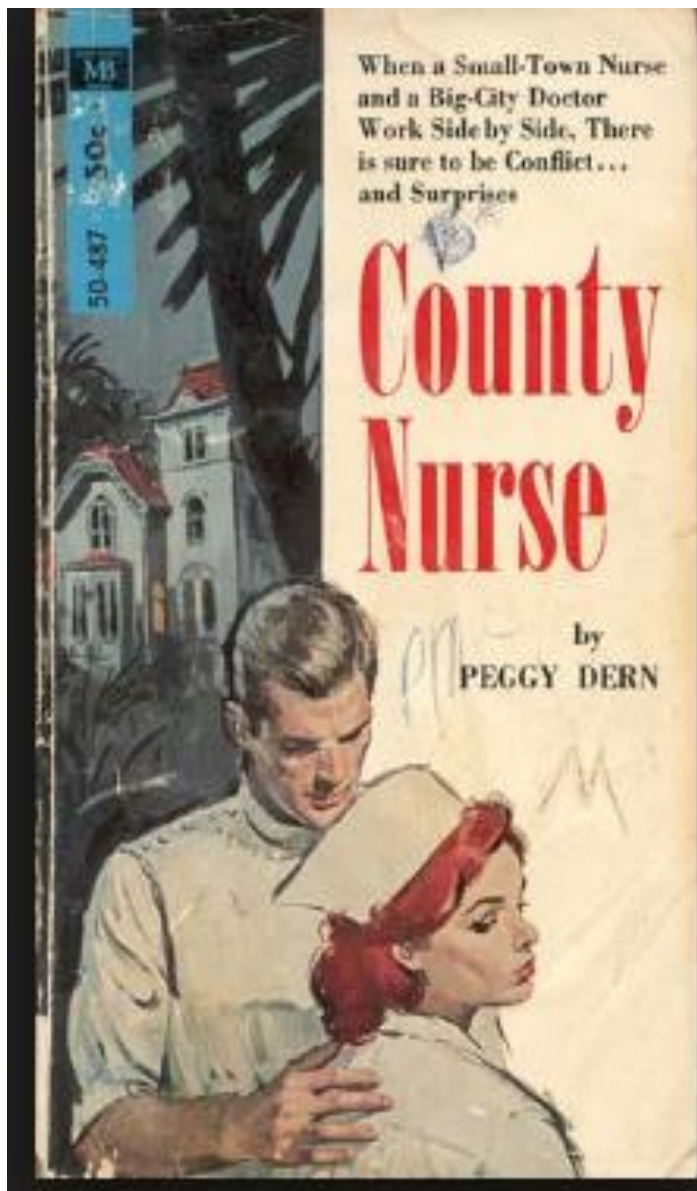
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So what happened then?

- Nursing started to re define itself and nurses were called stubborn rebels
- Nursing is thought to have adopted a similar hierarchy structure to medicine
- Increased education of nurses is changing how nursing is expressed
- Nurses had more rights/responsibilities in patient treatment and care



"Yes is no longer good enough. Can I get an amen?"



Clinical Nurse Specialist

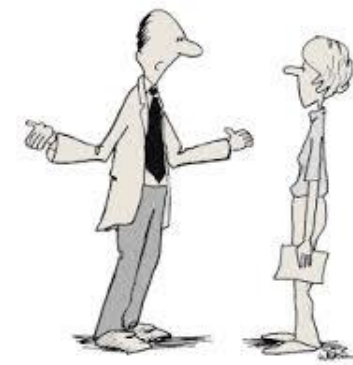
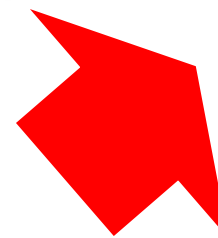
Locum Nurse

Nurse Consultant

Rural Specialist Nurse



Nurse Practitioner



*How could I be wrong?
I'm a doctor!*



DIRECTOR

COLLABORATOR



Johari Window

	Known to self	Not known to self
Known to others	Arena	Blind Spot
Not Known to Others	Façade	Unknown



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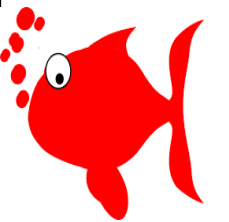
THE JOURNAL OF NURSING ADMINISTRATION

The Nurse-Nurse Collaboration Scale

Mary B. Dougherty, DNSc, RN
Elaine L. Larson, PhD, RN

What happens now?

Culture is very subtle, a fish does not know it is wet



A group of scientists placed 5 monkeys in a cage and in the middle, a ladder with bananas on the top.



Every time a monkey went up the ladder, the scientists soaked the rest of the monkeys with cold water.



After a while, every time a monkey went up the ladder, the others beat up the one on the ladder.



After some time, no monkey dare to go up the ladder regardless of the temptation.



Scientists then decided to substitute one of the monkeys. The 1st thing this new monkey did was to go up the ladder. Immediately the other monkeys beat him up.



After several beatings, the new member learned not to climb the ladder even though never knew why.

A 2nd monkey was substituted and the same occurred. The 1st monkey participated on the beating for the 2nd monkey. A 3rd monkey was changed and the same was repeated (beating). The 4th was substituted and the beating was repeated and finally the 5th monkey was replaced.



What was left was a group of 5 monkeys that even though never received a cold shower, continued to beat up any monkey who attempted to climb the ladder.



If it was possible to ask the monkeys why they would beat up all those who attempted to go up the ladder....
I bet you the answer would be....

"I don't know - that's how things are done around here"

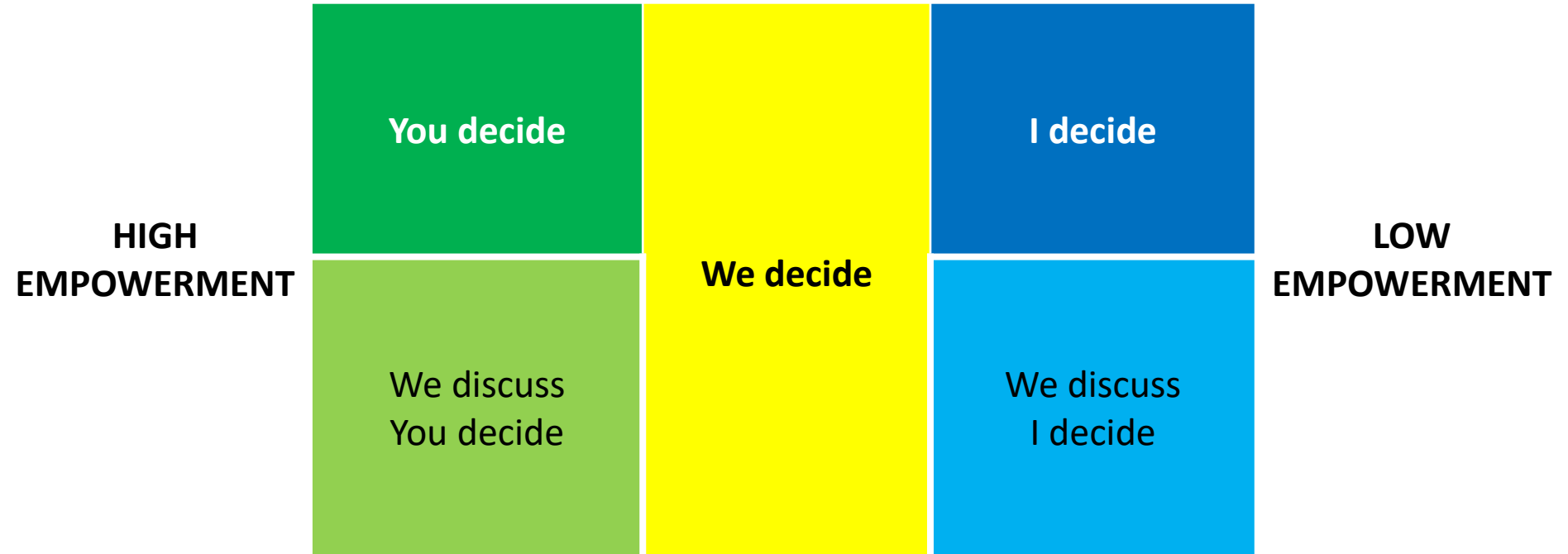
Does it sounds familiar?



Don't miss the opportunity to share this with others as they might be asking themselves why we continue to do what we are doing if there is a different way out there.



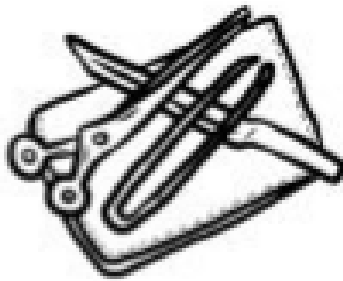
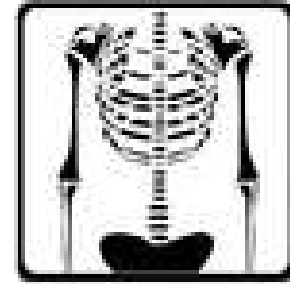
Culture Improvement THE EMPOWERMENT PROCESS



(Martinez, 2017)



COLLABORATION



Alas culture is not what we say, what we think,
what we mean or even what we intend.....

It is what we do.