

AN INDUSTRIAL NURSE THINKS OUT LOUD
ABOUT HER WORK

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When Mrs. Steele wrote to me and suggested that I give a paper at this conference, the subject to be--"An Industrial Nurse Thinks Out Loud About Her Work", it immediately recalled to my mind a recent experience. The National Industrial Health Conference, this year, was held in Los Angeles. Because of the proximity of Pomona and Azusa to Los Angeles, it was convenient for me, and agreeable with my management that I attend a few sessions. I recall that two afternoon sessions were given over to "Talk Shops." The purpose of the Talk Shops was to provide an opportunity to share with others, your experiences training, and knowledge, on topics which vitally affect all industrial nurses. There were several topics for discussion and one particular afternoon, I chose to sit in with the group that was discussing Self-Evaluation. The leader in our group asked if we understood what we were to discuss. I admitted it then, as I do now, that although I knew the meaning of Self-Evaluation, I had a feeling that I was growing smug. I hoped to be awakened to a more honest appraisal. To explain my feeling of smugness, I attempted to outline to the group, the role the Medical Department plays in Brake Shoe. They really were impressed; for there were many nurses there, who were desperately in need of help. They didn't have, as we do, a Nurses Manual of Procedure and they weren't as fortunate to have a Medical Director, Superintendent of Nurses and Plant Management as well informed as ours concerning various routine procedures and policies. Everyone talked shop and all agreed that we could benefit by establishing criteria for self-evaluation. This would aid us, as nurses, in the following ways:

1. It would make it easier for us to practice self-evaluation.
2. It would help to measure our own progress.
3. It would make us more confident that we are growing in the right direction.

Such criteria could be used by management as:

1. A guide as to what to expect from nurses.
2. A way to improve nursing service to both management and workers provided nurses continue to progress and increase their knowledge of the latest and best ideas in their chosen profession.

As mentioned previously, we as nurses in Brake Shoe have our work fairly well outlined for us but I have thought of a criterion that would aid me as a standard for comparison or judgement. If I had it framed and mounted on the wall in the First Aid Room, it would help keep the thought always in front of me. Just three lines but they really convey a message.

"What AM I doing?"

"What SHOULD I be doing?"

"What COULD I be doing?"

COOPERATING WITH MANAGEMENT

The dictionary tells us that cooperating means "to work together