

Dealing with different personality types on the road?

Going to work in a new hospital is sort of like going to a new school when you were little. Even though you are in a new place.... you meet the same people. Every facility is like a big playground with its: bullies, know it alls, quiet types, passive aggressive types, perfectionists, absent minded, mother hens, rules and regulation types, gossipers, and down to earth types to name a few.

Even if you are good with people, there is always a type of person that gets under your skin. If you take time to do the following exercise, you may find it very helpful in adapting to new people as you travel.

Exercise: Name the Type

Think about the type of people that gets on your nerves the most at work and elsewhere. Try to give their personality type a name. Naming this type will help you identify them sooner when you see them in a new setting. Then think about the different ways you have dealt with this type of person in the past and what was most effective and or would be most effective. Imagine different scenarios until you are happy with the appropriate response. Sometimes, all we need to do is take time to sit down and review things. We are on the move so much (literally) that often we forget to take time to evaluate situations. Evaluation as you know from the nursing process is a very important step in learning how to make future care plans and how to implement them.

For example, I have a difficult time with the “nit picker types.” They can find fault in anything and love to point it out. I have tried being quiet which worked ok. I have refused to let them relieve me for lunch during surgery and this has worked pretty well except I starve to death. The worst course of action is trying to defend myself which leads to further nit picking. Finally, the response that has worked best for me is to try to genuinely appreciate their keen eye for detail. They seem to settle down a little bit once they know they are appreciated. Next time I see a nit picker; I will identify him or her right away and implement my course of action and evaluation. I guess you could call it a personality dare plan.