

THE NEW NURSE

You recently graduated with your associate's degree in nursing. You graduated at the top of your class and passed your nursing boards with flying colors! You were hired by the same hospital where you did your clinical work. You have been at the job now for 3 months and loving it! You feel you are doing important work in alleviating suffering, comforting patients and their families, and are intellectually stimulated in learning about diseases and treatment. Everything is great, except for one thing: your supervisor.

You are younger than many of the staff on your floor (early 20s) and are Filipino by ancestry. This has helped a bit in that you speak Tagalog and there have been a couple of occasions when you've needed to communicate using that language with older patients.

Apparently, though it's not well received by your nursing supervisor. When you have used Tagalog she has been critical. But more than that, she tends to criticize many aspects of your work: your hair style, your glasses (you like to be stylish), and yesterday she said you had bad penmanship (you got awards for writing in elementary school!). She also speaks to you in a disrespectful manner. And today you got your 3 month evaluation: "Needs improvement." You are really upset and feel you have been targeted by her.

You are thinking about looking for another job. The problem is that the evaluation will follow you. It recommends that you work on a number of areas that you feel are unfairly being criticized.

As part of the evaluation process, you are scheduled to have a meeting with her tomorrow. How should you prepare?