

Getting Through Your Mid-Dialysis - Life Crisis “The Story of Frank & Lucille”

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Disclaimer

- ✓ This presentation has been formatted to be everything except the NORM! It is fully expected that the audience will at some time, Woo Hoo, laugh, possibly Boo, wonder if they have entered the wrong presentation, or feverishly look for the closest exit in a state of utter confusion. Don't be afraid.....

Acknowledgements

Sizzlin' Sun NANT would like to extend a heartfelt *Thank you* to Lucille and Frank for allowing us to peer into their personal life to help illustrate the trials & tribulations of the everyday technician.

Objectives

- ✓ Trace the path of a technician
- ✓ Encourage reassessment of career path
- ✓ Evaluate your current place in the kidney community
- ✓ Embrace the importance of ALL technicians

The Beginning.....

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approach fun, supportive environment.
Call: 1-555-555-VETS.

HELP WANTED


HELP WANTED:
Worker with previous health care experience for role as dialysis patient care technician. Must have ability to multi-task, be willing to learn and work within company policy and procedures. Will be responsible for setting up patient equipment, monitoring patients during treatment, reporting to staff nurse, in addition to helping provide safe and fun working environment for patients and fellow staff members. If interested in exciting new job in dialysis, please submit resume and application now to join our amazing team!

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The Beginning

- ✓ The Ad catches your eye
- ✓ Phone call to inquire about position
- ✓ An interview is scheduled
- ✓ Shopping becomes urgent for snazzy new ensemble!

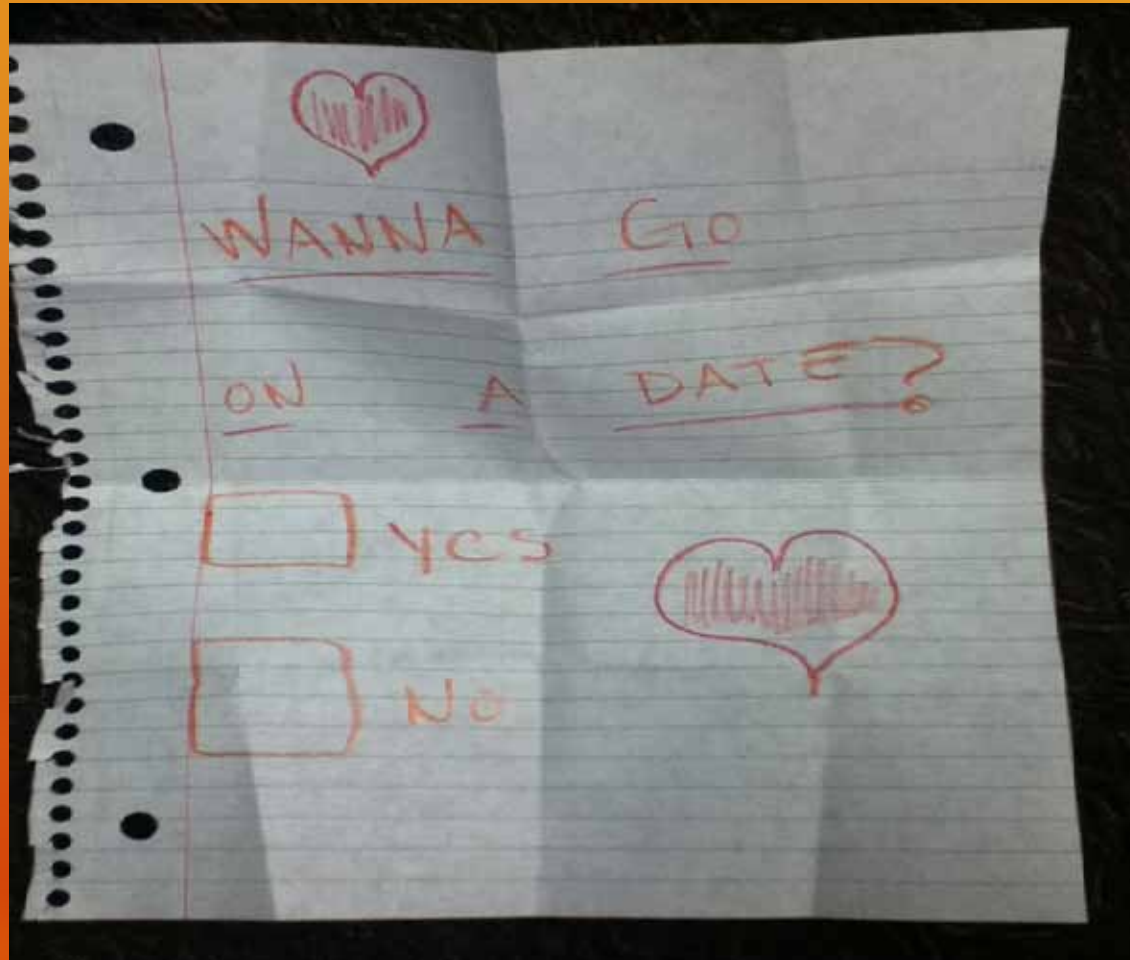
The Beginning



The Beginning



The Beginning



The First Date

- ✓ Interview/Meet the Manager
- ✓ Tour the facility
- ✓ Get brief introduction to company & nephrology community
- ✓ Get a briefing on benefits package
- ✓ Just enough information to lure you in!

First Date



First Date



The Commitment

- ✓ YOU'RE HIRED!!
- ✓ The offer letter comes
- ✓ Your nephrology journey begins
- ✓ You start training

The Commitment



The Commitment



Honeymoon Phase

- ✓ The first 90 days of work
- ✓ Fellow staff are helpful & friendly
- ✓ Genuine excitement to be learning
- ✓ Fellow staff check in to see adjustment is going well

approach. Fun, supportive environment.
Call: 1-555-555-VETS.

HELP WANTED

HELP WANTED:

New member to join
AWESOME team, with
wonderful patients! No
hard days, no drama,
weekends rarely worked,
and lunch often provided
by super fabulous
vendors! Don't hesitate!
Job will go quick, apply
now and work with the
best team ever in the
history of all work!



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Honeymoon Phase



Honeymoon Phase



Honeymoon is over

- ✓ Day 91 – 2 years
- ✓ Benefits kick in
- ✓ Ready to work the floor alone
- ✓ Starting to find a groove
- ✓ Learning the true culture of the facility

approach. Fun, supportive environment.
Call: 1-555-555-VETS.

HELP WANTED

HELP WANTED:

Looking for new staff to join ok job. Nothing special but 40 hours and benefits are included. Some challenging days, some drama, no more than most other jobs. If somewhat interested please submit resume and apply today to join a decent group.

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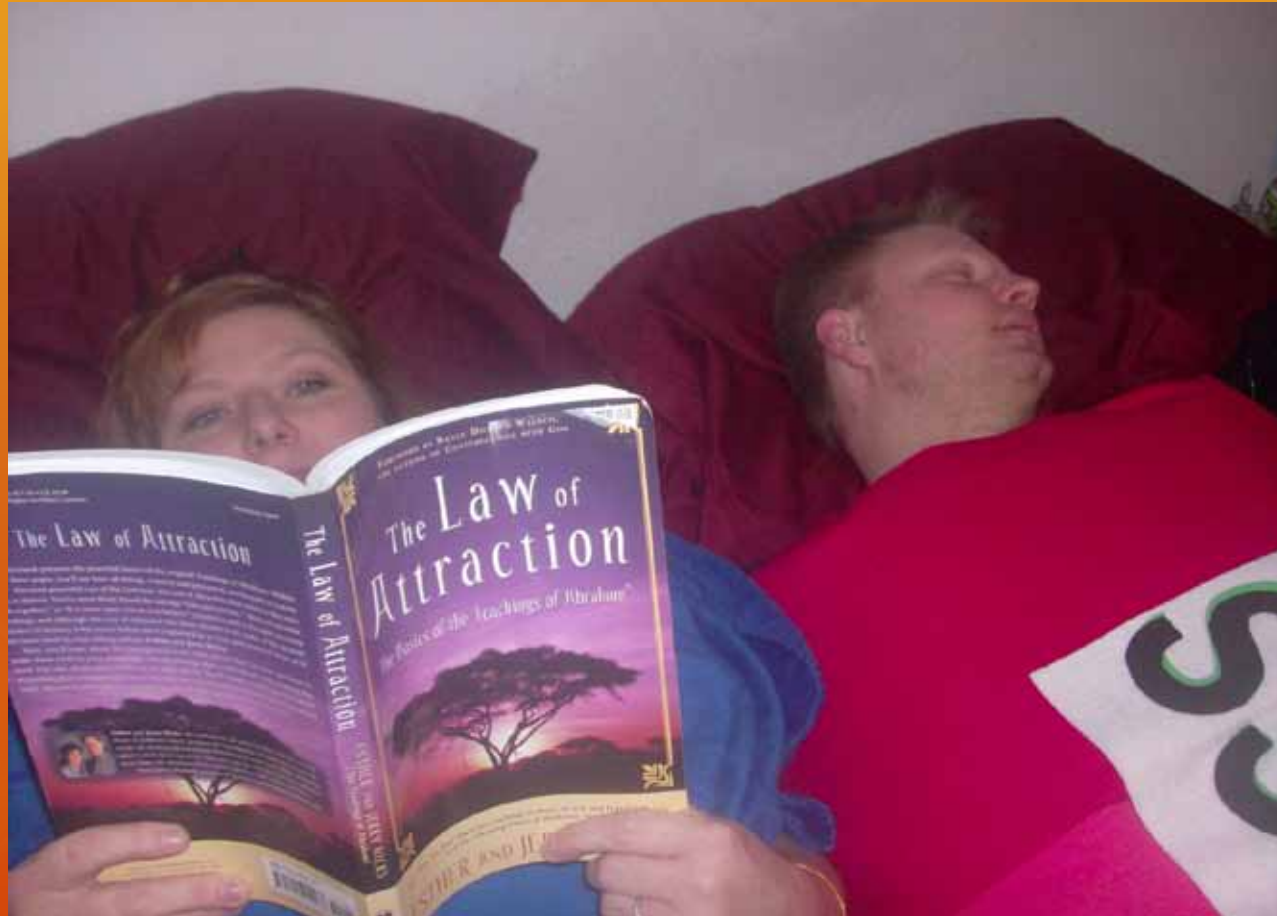
Honeymoon is over



Honeymoon is over



Honeymoon is over



The Itch

- ✓ Two years and beyond
- ✓ The job is no longer challenging
- ✓ Daily tasks can flow without thought
- ✓ The, “Culture”, has lost it’s charm
- ✓ “Do I really want to do this forever?”
- ✓ Other career options start to look appealing

approach. Fun, supportive environment.
Call: 1-555-555-VETS.

HELP WANTED

HELP WANTED:

Want to work? Come
be a number.
Overworked,
understaffed, and
definitely underpaid
team looking for new
addition. High
drama and fellow
staff *will* talk about
you. Looking to be
unappreciated...apply
now!



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The Itch



Therapy

- ✓ Talking with the manager
- ✓ Uncertainty if nephrology journey is what you thought it would be
- ✓ Networking with other technicians to scout other facilities or companies
- ✓ Talking with spouse/family about concerns, and need for change

Therapy



Role Playing

- ✓ Bio Medical
- ✓ Access Management
- ✓ Intervention
- ✓ PD & HHD
- ✓ Nephrology Office
- ✓ Research
- ✓ Pre ESRD Education/Clinic

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HELP WANTED

SUBJECT SALES POSITION

HELP WANTED:

Looking to expand
your knowledge base
and spice things up?
Team looking for new
addition with tons of
potential for growth
and career
development. If you
want to build a career
not just have a job,
submit resume and
apply now!

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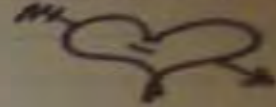
Role Playing



Self Reflection

- ✓ Can you get the spark back?
- ✓ Do you love what you do enough to reflect positivity and inspire change within your facility culture?
- ✓ What is the real problem, the job? Or something else?

Lucille

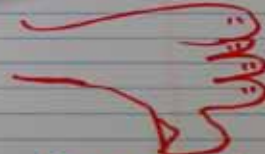


Pros	Cons
- Rubs my shoulders	- Makes me put the toilet seat down
- Brings me Beer	- Talks during Football
- Lets me watch Football	- Always nagging me
- Starches my underwear	- Snores !!! ☹️
- Loves to Cuddle	- Says I Snores
	- Loves to Cuddle

FRANK

PROS ♥️

- 1) LOVE'S TO CUDDLE
- 2) CUTE BUTT
- 3) KNOWS JUST HOW I LIKE MY COFFEE
- 4) I ♥️ HIM!



CONS

- 1) SNORES!!!
- 2) NEVER PUTS TOILET SEAT BACK
- 3) SLOB!
- 4) ALWAYS Right.
HE THINKS

Pros of Dialysis

- ✓ Everyone becomes an extended family.
- ✓ Patients have better quality of life.
- ✓ Tasks stay the same, but the days never do.
- ✓ Always something new to learn.
- ✓ Super Bowl Sunday is always guaranteed off!

Cons of Dialysis

- ✓ You work hard, mentally & physically.
- ✓ Patients will be lost.
- ✓ Staffing will not always be ideal.
- ✓ Work will not always run smoothly.
- ✓ Lab coats and other PPE are not always guaranteed to meet our beautification specifications.

Decision Time

- ✓ You have to be honest with yourself.
- ✓ You have to love what you do.
- ✓ You have to make a decision true to heart
- ✓ The nephrology cult/community may not be for everyone, it is for all the cool people though.....just sayin!

approach. Fun, supportive environment.
Call: 1-555-555-VEITS.

HELP WANTED

HELP WANTED:
Seeking fellow team player to be next addition to ROCKSTAR team! We ARE the best technicians, we give the BEST QUALITY care to each other & our patients. We strive to strengthen the lives of our patients daily, and reflect positivity where ever we go. If you are equally enthusiastic and ready to join our crazy group of SUPER STARS, apply now and hold on for the ride!

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Decision Time

- ✓ How does the ad for your job read?
- ✓ If you've become disenchanted, are you committed to inspire change
- ✓ Are we as technicians not the COOLEST people in the facilities?
- ✓ Remember, "YOU ROCK!" Live that way!

Thank you!!

