

Do You Work With The Wrong People?

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Learning Objectives

At the conclusion of the session, participants should be able to...

- ...review the practice's employees for suitability for continued employment and how to manage any changes.
- ...identify the role that culture plays in an effectively run practice
- ...appraise the practice for any of Gottman's "4 Horsemen" infecting the relationships of those who work with you









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Work Force Assay ☆ 📄 🌐

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A1 fx Employee

	A	B
1	Employee	CV#1
2	AB	Always
3	CD	Always
4	EF	Sometimes
5	GH	Sometimes
6	IJ	Never
7	KL	Never
8	MN	Never
9	OP	Sometimes
10	QR	Never
11		
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	J	K	L
	Capacity for It	Score	Verdict
	Yes	2	Right Person and Wrong
	Yes	3	Right Person and Right
	Yes	2	Right Person and Wrong
	Yes	3	Wrong Person and Right
	Yes	3	Wrong Person and Right
	No	0	Wrong Person and Wrong
	Yes	3	Wrong Person and Right
	Yes	2	Right Person and Wrong
	Yes	3	Right Person and Right
		0	Wrong Person and Wrong
		0	Wrong Person and Wrong
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<https://bit.ly/PediatricCEO-WFA>

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THE NO ASSHOLE RULE

*Building a Civilized Workplace
and Surviving One That Isn't*



ROBERT I. SUTTON, PHD

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Intermission

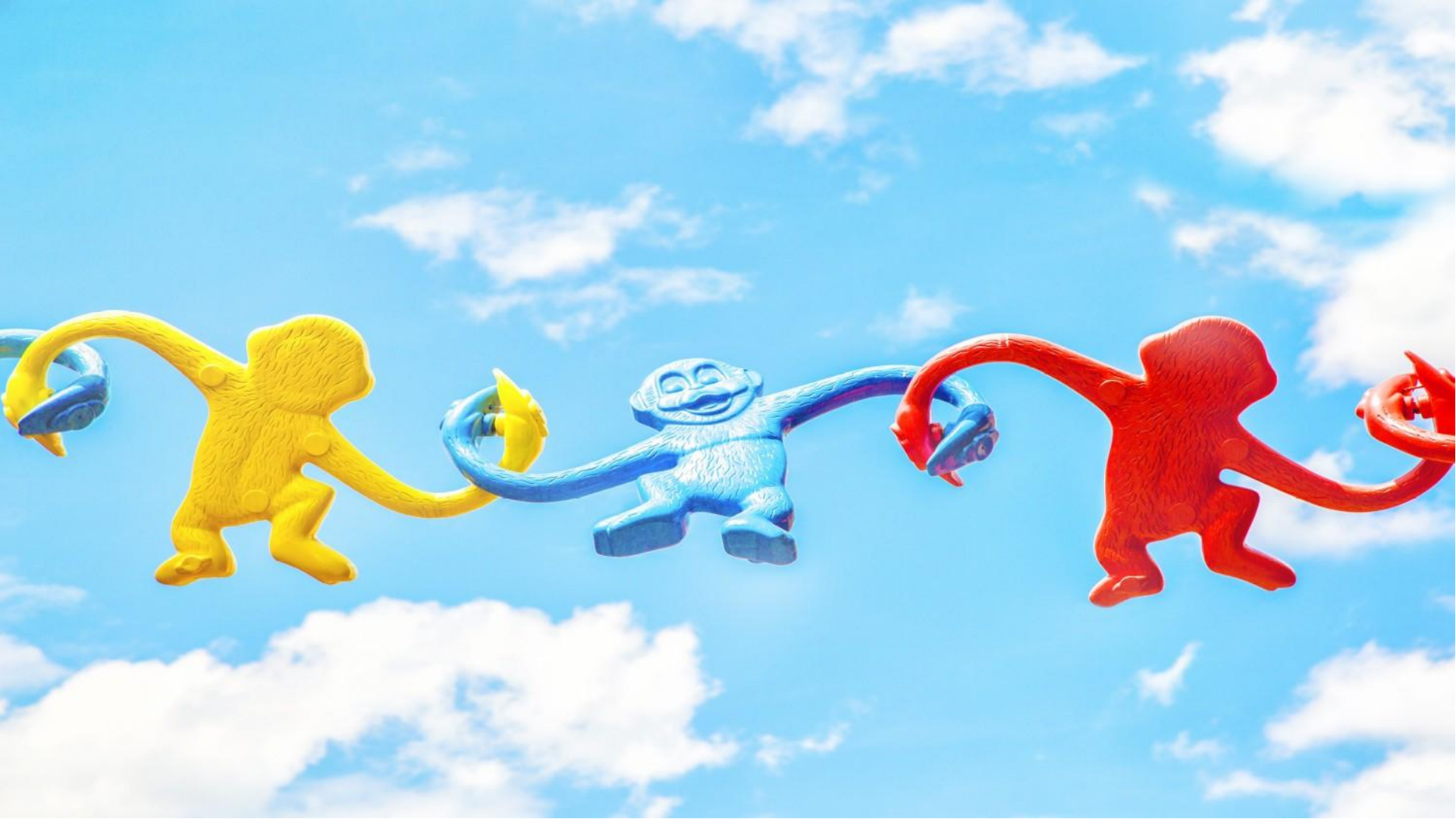






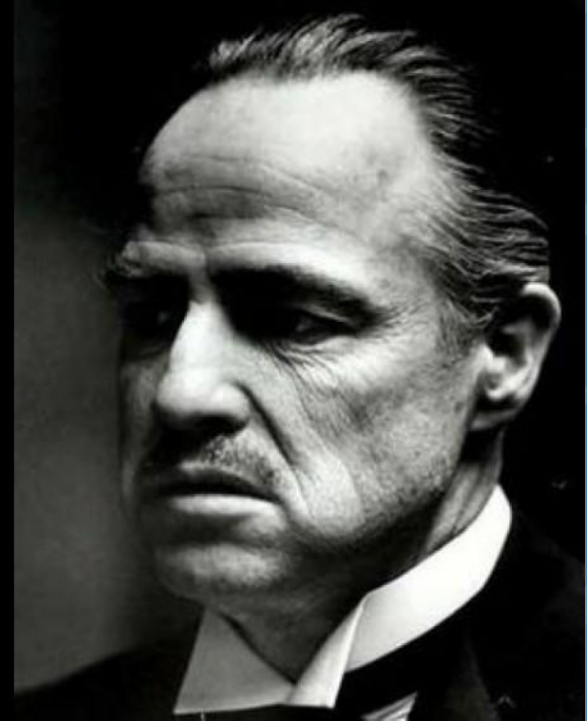
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It is not personal,
it is only business



Changes You May Wish To Make in Practice

- Create – or review – your practice’s Values, Vision, and Mission.
- Address that long-overdue H/R issue.
- Update your employee- and client-facing materials to reflect your stated culture!

References and Suggested Reading

Gotteman Institute

No A\$\$hole Rule

Responsibility matrix

People: Dare To Build an Intentional Culture

Pediatric CEO Work Force Assay

JUST DO IT.