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| **Pillar** | **Discussion Leader** | **Topic** | **Time** | **Expected Outcomes** |
| Service | **Faculty & Staff****Leaders** | **I have a sense of ownership.*** Facilitator reviews these Credo behaviors.
* Begin a discussion OR questions the group regarding the following ways of defining ownership.
* Ownership implies being responsible for taking care of something. If I own a dog, I take responsibility for feeding, walking and grooming it. I take responsibility for making sure the pup is gets checked, takes any medication, and wears a flea collar. I am totally accountable for the pet I own.
* What behaviors demonstrate **ownership of a house, or a business?** Examples:
	+ Keeps home/business clean and neat – inside and outside
	+ Maintains a safe environment – inside and outside
	+ Uses the furnishings, equipment and supplies with care; maintains them in good working condition and for cleanliness
	+ Takes care of problems as quickly and completely as possible
	+ Makes timely repairs, using the appropriate and most cost-effective parts and supplies
	+ Guides people unfamiliar with location
	+ Makes the location welcoming and comfortable
* In our work area, what does “ownership” behavior look like? **What are you doing consistently to take ownership for our work area, our patients, each other:**
	+ Brainstorm a list of at least 20 items; or let people write their individual list for 2-3 minutes then go around and each person offers an item.
	+ Ask individuals to act out [pantomime] one behavior each – i.e. picking up trash; neatly re-arranging a file/room/ desk/bench; escorting someone who is lost.
* **What are you doing consistently as an individual moving throughout VUMC or your off campus site to take ownership?**
 | **25 min. total****3 min.****5 min.****10 min.****5-10 min.** | * Understand and apply this Credo behavior to my role and work area
* Review Credo Scoring for work area examples of these behaviors
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