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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 |