

## Long-Term Care Survey Alert

### Staffing Strategies: Give Your Team A Boost With These 3 Tips

**Capitalize on your team's strengths rather than focusing on weaknesses.**

Instead of trying to improve your facility's nursing team by assessing its weaknesses and correcting them, try this alternative team-building exercise:

**Determine the team's three greatest strengths.** During a meeting, have team members tell you every compliment the team has received lately from supervisors or customers. Write these down on a flip chart, and from there pinpoint the team's chief strengths.

**List the five most important people** the team is working for, whether they're internal staff, management, or residents. Ask your teammates how you can use your team's strengths to help meet their needs.

**Identify ways you can make your strengths even stronger.** If your team is known for its technical expertise, you might ask for more technical training.

**Publicize your new plan.** Let your supervisors and colleagues know about how you plan to improve your team's performance, and solicit feedback from all of them.