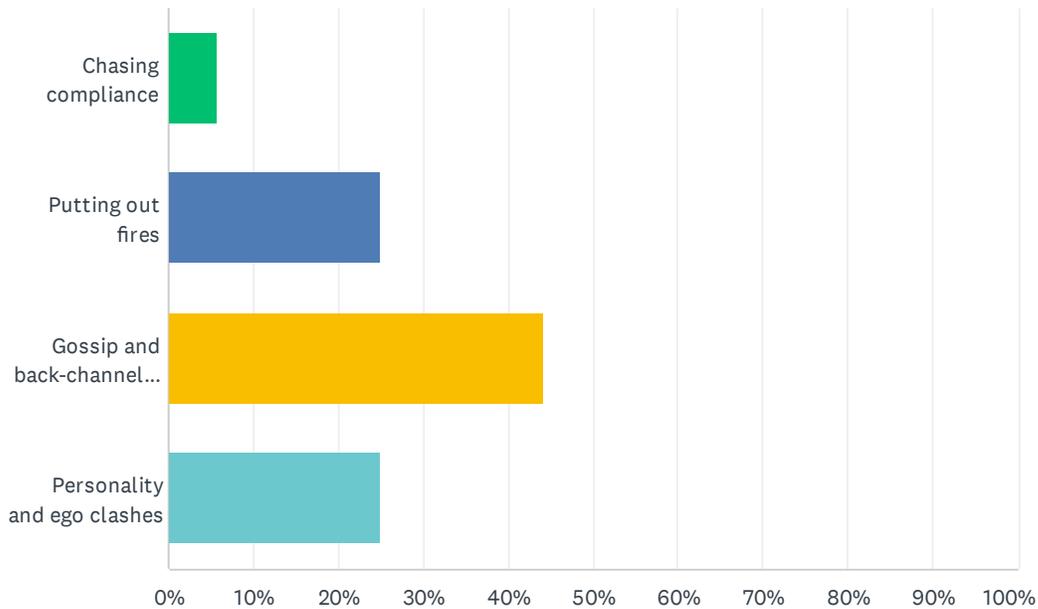


# Q1 Which people-problems cause the biggest drain for you?

Answered: 52 Skipped: 2



ANSWER CHOICES	RESPONSES
Chasing compliance	5.77% 3
Putting out fires	25.00% 13
Gossip and back-channel conversations	44.23% 23
Personality and ego clashes	25.00% 13
<b>TOTAL</b>	<b>52</b>

#	COMMENTS	DATE
1	Can't tell if my response went or not so this could be a duplicate. It's hard to remain on a success track when the leadership team does not trust one another. The other three things on your list can be worked out with good management. Personality and ego clashes can tear down even the best organizations. Learning and understanding each other's personalities and ego needs seems to be the best way to have a chance at better communication. I personally believe communication is the key to success. I would love to hear more about how to best approach concerns with personality and ego clashes. Thank you! Donna Wobbe	4/9/2022 9:52 AM
2	Easy to get sucked in! Staying on track for success when the top leadership team does not trust each other.. that is a challenge	4/8/2022 4:24 PM
3	Likely due to continued staffing shortages and general perception of healthcare given the pandemic.	4/8/2022 10:17 AM
4	Personalities that are always negative.	4/8/2022 10:11 AM
5	Drama, drama, drama	4/8/2022 9:48 AM
6	Gossip and back-channel conversations cause the largest problem for me because they seem to be the moral busters in each one of my clinics (10) and cause toxicity. With centralized staff	4/8/2022 9:46 AM

FRIDAY FOCUS 04/08/2022

scheduling and staff that float from office to office, just a few people can create havoc in 4 offices in one day and it creates at least three of these scenarios (fires, ego clashes, etc.) Burnout is often the cause. Handling human resources amidst burnout and short staffing. The fact that competing job markets offer flexibility that we in healthcare often cannot offer in clinical roles contributes to the demise. I know we all experience it. :-)

7	It's not exactly gossip. It's the negative energy people bring to the team.	4/8/2022 9:26 AM
8	Toxic Employees spreading false rumors	4/8/2022 9:22 AM
9	Always difficult to quash as some individuals thrive on it.	4/8/2022 9:14 AM
10	Gossip and back channel conversations is a very close second, and probably goes hand in hand with the personality clashes most of the time.	4/8/2022 9:03 AM
11	which lead to fires that must be put out derailing from the true priorities	4/8/2022 8:59 AM
12	Lack of teamwork ethics	4/8/2022 8:57 AM
13	Adults acting like high school mean girls and children is exhausting.	4/8/2022 8:44 AM