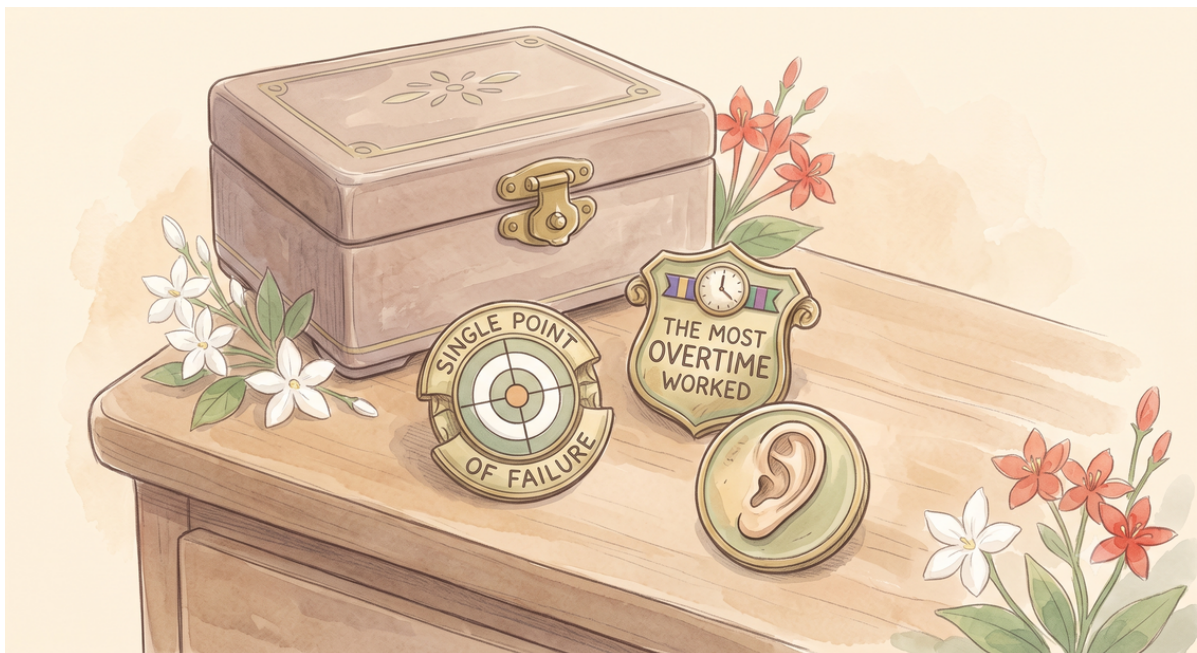


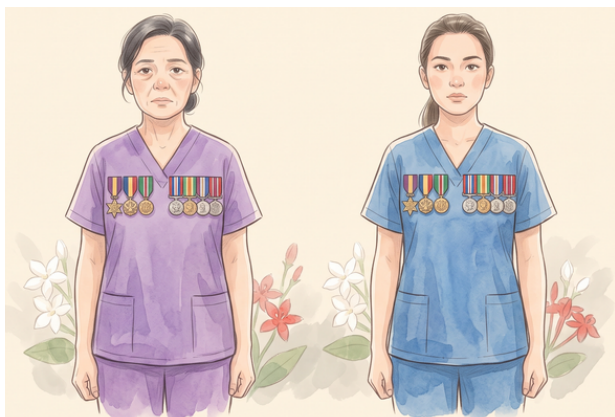
The Martyrdom Trap

A primary systemic risk created by these "badges" is the development of "single points of failure" within a team. When a senior clinician hoards specific roles—such as being the sole person who de-escalates difficult families—they inadvertently prevent the next generation from practicing these vital skills. This creates a "capability cliff" where junior staff, particularly those moving out of their first year of practice, are suddenly expected to perform at a high level without having had the opportunity to build a diverse skill set.



**IF YOU'RE COLLECTING
BADGES JUST FOR THE SAKE
OF THE BADGE, YOU'RE
GOING TO END UP WITH A
VERY HEAVY CHEST AND
YOU'RE GOING TO TRIP
OVER.** *Naomi*

TEA ROOM NOTES



Are you currently a "single point of failure" because you are the only one who knows how to perform a specific task or manage a certain clinical situation?

Action for Impact

Manage the "Capability Cliff":

Senior clinicians should proactively create space for second-year nurses to lead procedures or difficult family conversations while providing "backstage" support to ensure clinical skills are shared.



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