

# Blooms From the Desert:

12 Signs of a  
Healthy  
Organization

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ORGL 522 | Community and Leadership

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# We are mission-driven

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Our organization's mission is the compass that consistently guides our actions and decisions. Everything we do moves us toward our mission of providing our community with access to high quality health care.





# We are patient- and family- centered

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Our patients and families are the reason we are here. We strive every day to provide high quality health care services and a positive experience.





# We trust the wisdom of our team members

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Those closest to the work should be considered the experts. We must create space for multiple voices and perspectives so we can co-create our future together.





# We pause, self-regulate, and think creatively in times of difficulty

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We support each other in difficult situations and in our learning. We pause for perspective, listening and creativity, and then we persevere together.





# We strive to continually improve

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Evidence-based practice,  
PDQSA cycles, and  
personal development  
guide our organizational  
growth.





# We are responsible stewards of our resources

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Through planning,  
conservation, and  
equitable distribution, we  
provide the best care for all  
patients.





# We welcome input and feedback from all sources

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Whether leading or following, we recognize none of us is infallible. We are open to ideas from everyone, so we all benefit and grow.





We  
work collaboratively  
for the benefit of  
our community

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Teamwork is at the heart of our  
success. We do not allow personal  
ambition or ego to interfere.





We listen, listen,  
and listen  
some more

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We listen and respond with  
compassion and empathy.





# We honor the dignity of each person in the language we use

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We adhere to the motto "nothing about us without us." We create spaces of psychological safety where we can be our authentic selves. We use appropriate pronouns and pronounce names correctly.





We recognize it is  
not about us.

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We commit to using language  
all can understand rather than  
medical jargon. We ask ourselves how  
would that statement make me feel? Is  
this how we would treat someone we  
love?





Above all,  
we are kind



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Asking questions is not a sign of weakness;  
assuming you have all the answers is. We  
are accepting of ourselves and recognize  
our connectedness to one another.