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Culture Change in Practice

What are we afraid of?



Posted by Steph Kilen at 12:28 PM
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"Culture Change in Practice" is our own weblog where people can become involved in a conversation about Culture Change as it is practiced by professionals in real nursing homes. Feel free to join the conversation, or post a comment about something you have learned on your journey.

www.culturechangenow.com/weblog.html

Last week, Wisconsin Department of Health and Family Services Bureau of Quality Assurance held their annual conference in Appleton, WI. In opening remarks, Helene Nelson, Secretary Department of Health and Family Services said something that really struck me: "Our fearfulness about learning needs to be set aside." She of course hit the nail on the head by saying we must overcome our fear, but what got me thinking was the fear itself.

Why are we afraid of learning?

Because we are. I happen to think it has to do with our wanting to be seen as competent adults. When we were young we thought adults knew everything and now, as adults we feel we have to live up to that and also be worthy of being seen as competent in our position, whatever that may be. So, if we were to be open to learning, that would mean we didn't know everything. I hate when someone asks me a grammar question and I don't know the answer. The one thing we do know, of course, is that

nobody knows everything. (Aren't we weird that way?)

What do you think? Why are we (collectively) afraid of learning? Why are YOU afraid to learn? Admitting is the first step for change, right? Please share your answers in comments so we can all learn a little about learning. Maybe it will help us set our fear aside.

