

# fast facts



## Tips to Help You Lead with Empathy

- **Dig deep to identify what is driving your team members anxiety.** Is it challenges with remote work or a return to the office? Is it related to their family or home life? Are they facing financial stressors from inflation and rising grocery and housing costs? Understanding the root of anxiety helps leaders determine if and how they can help alleviate any of those concerns.
- **Be honest and transparent about work-related concerns.** Leaders can alleviate some stress by offering flexibility, shortening meetings, and offering activities that promote self-care and connection.
- **Prioritize mental health.** Beyond employee-assistance programs, other solutions could be to bring in health professionals to focus on mental wellness, or to help team members improve empathy and connection; invite therapists to offer initial counseling sessions for free or at a reduced price; and/or reimburse a percentage of out-of-pocket mental health costs.
- **Normalize wellness journeys.** Demonstrate your commitment to mental healthcare, learn to recognize signs of team members in crisis, and model behavior that helps team members manage their own anxiety.

Source: Umbrell C. Why Leading With Empathy Matters More Now. [associationsnow.com/article/why-leading-with-empathy-matters-more-now/?utm\\_medium=email&utm\\_source=rasa\\_io&utm\\_campaign=newsletter](https://www.associationsnow.com/article/why-leading-with-empathy-matters-more-now/?utm_medium=email&utm_source=rasa_io&utm_campaign=newsletter)



## 10 Ted Lasso Lessons for Leaders

- Lesson 1.** Lead with empathy
- Lesson 2.** Being vulnerable doesn't make you weak
- Lesson 3.** Optimism is infectious
- Lesson 4.** Doing the right thing is never the wrong thing
- Lesson 5.** Optimists take more chances
- Lesson 6.** Embrace change
- Lesson 7.** Empowerment breeds confidence
- Lesson 8.** Humor cuts through tension
- Lesson 9.** Nobody is bigger than the team
- Lesson 10.** Stay teachable



Source: Dean BF. "Be a goldfish" and 16 more Ted Lasso lessons for hospital leaders. *Beckett's Hosp Rev*. Published June 2, 2023. Accessed June 5, 2023.

## Three Pillars of Psychological Safety

- 1. Prevent harm.** Staff feel secure in the knowledge that they are protected from physical, emotional, and psychological harm.
- 2. Promote health.** The organization actively builds an environment where staff feel physically, emotionally, and psychologically healthy.
- 3. Resolve incidents and concerns.** When incidents occur or staff raise concerns, the organization takes steps to resolve the issue and takes responsibility.

Source: McLean & Company. [Introduction to Psychological Safety for HR. prnewswire.com/news-releases/in-the-new-future-of-work-hr-and-organizational-leaders-must-consider-three-pillars-of-psychological-safety-for-employees-says-mclean-company-301815012.html](https://www.prnewswire.com/news-releases/in-the-new-future-of-work-hr-and-organizational-leaders-must-consider-three-pillars-of-psychological-safety-for-employees-says-mclean-company-301815012.html)



## For every \$1 invested in employee mental health, employers see a \$4 return on investment.

Source: YouTurn Health. Employers Increasingly Called Upon to Build a Resilient Workforce, According to Youturn Health. <https://www.prnewswire.com/news-releases/employers-increasingly-called-upon-to-build-a-resilient-workforce-according-to-youturn-health-301800658.html>



## 3 Strategies for Eliminating Recruitment Bias

- 1. Blind resume screening.** Remove the names, addresses, names of educational institutions, graduation dates, and affiliated organizations. Remember: information gathered from social media, like a LinkedIn photo, can play a role in bias.
- 2. Broaden your talent pool.** Use social media, online job boards, and professional networks, including organizations like the National Association of Black Oncologists and the Society for Women in Radiation Oncology.
- 3. Build diverse interview panels.** Include individuals from different departments, levels of seniority, generations, and backgrounds to bring a range of perspectives to the interview process.

Source: Hughes C. Seven Strategies for Eliminating Recruitment Bias. [https://www.asacenter.org/resources/articles/an\\_plus/2023/3-march/seven-strategies-for-eliminating-recruitment-bias?utm\\_medium=email&utm\\_source=rasa\\_io&utm\\_campaign=newsletter](https://www.asacenter.org/resources/articles/an_plus/2023/3-march/seven-strategies-for-eliminating-recruitment-bias?utm_medium=email&utm_source=rasa_io&utm_campaign=newsletter)

➔ more online @ [acc-cancer.org](https://acc-cancer.org)



### Critical Conversations: Navigating Drug Shortages and Empowering Oncology Pharmacists

This virtual round table of experienced pharmacists explores the management of drug shortages and offers valuable perspectives on the specific challenges associated with the current shortage of cisplatin and carboplatin. Through interactive discussions and real-world scenarios, participants will enhance their knowledge, hear ideas, and develop actionable plans to tackle drug shortages effectively. [youtu.be/tPHFijlooDQ](https://youtu.be/tPHFijlooDQ)



### Express Symptom Management Prevents Unnecessary Oncology ED Visits

Read how this 2023 ACCC Innovator Award winning cancer program used a business intelligence dashboard to collect data on the patients with cancer who were presenting to the ED. Armed with this data, the cancer care team now monitors high-risk patients, tracks unnecessary ED visits, and measures outcomes. [acc-cancer.org/express-symptom-management](https://acc-cancer.org/express-symptom-management). Then attend the ACCC 40<sup>th</sup> National Oncology Conference, Oct. 4-6, in Austin to hear more about their challenges and successes.



### A New Registry Study for a Rare Form of Breast Cancer

Working under the hypothesis that a subset of patients who are treated with a combination of systemic therapy, surgery, and radiation or ablation of metastatic sites will have long-term distant metastasis free and overall survival, this multi-cohort, prospective, nationwide registry study will enroll newly diagnosed oligometastatic HER2+ breast cancer patients. [acc-cancer.org/podcast-ep-116](https://acc-cancer.org/podcast-ep-116).



### Integrating Oral Oncolytics into Chronic Lymphocytic Leukemia Practice

This ACCC Effective Practice Guide highlights case studies profiling effective integration practices to facilitate caregiver education, improve medication adherence, and mitigate the financial burden experienced by patients with chronic lymphocytic leukemia. [acc-cancer.org/ccl-effective-practice-guide](https://acc-cancer.org/ccl-effective-practice-guide).



### Trans-Inclusive Cancer Care: An Important Part of Health Equity

Released in recognition of National Pride Month, this blog shares what it takes for cancer programs and practices to provide trans-inclusive care, including links to resources like a list of questions that all patients should ask their health care providers prior to receiving any cancer screening, a database that helps people locate an LGBTQ+-friendly provider in their area, and LGBTQ+ cancer peer support groups. [acc-cancer.org/trans-inclusive-cancer-care](https://acc-cancer.org/trans-inclusive-cancer-care).