



# IN THE KNOW

Developing Top-Notch CNA's, One Inservice at a Time

## A Professional Growth Module: The CNA / Nurse Relationship

### NURSING TAKES TEAM WORK!

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Teamwork is great, right? Chances are, everyone at your workplace would agree that client care improves when nurses and CNAs work together as a team. Unfortunately, it can be a challenge! Here are some recent comments from CNAs across the country:

*"I respect nurses for their education but they should realize that CNAs are their eyes and ears with the patients. I feel the nurses at my job do not take me seriously—as if I don't know what I am talking about. We need to learn to work together as a team and not against each other."* Valnecia

*"Nurses and CNAs should have respect for one another; this would not only help the patients but create a better work environment."* Guadalupe

*"I know we don't have as much schooling as nurses but we're not dumb and that's how I feel that we're treated sometimes. And, some of my fellow CNAs are terrible, too. They throw child-like tantrums when you ask them for some help. I just wish everyone would work together as a team."* Heather

*"I have a lot of respect for nurses but some of them are only nice to the CNAs who are their friends. Nurses and CNAs should practice teamwork and respect each other's rights. Otherwise we are not going to have a peaceful work environment."* Alisha

*"It takes communication. If we are not able to get to something that a patient really needs urgently (like a walk or to be turned), we should at least tell the nurse that we are busy so she can delegate elsewhere or take care of the patient herself."* Shay

*"I'm lucky. I work with nurses who listen to CNA input and thank us when we report problems with our clients. But, as CNAs, if we can't show our worth by being an important part of the healthcare team, guess who gets the axe when times get lean?"* Barbara

*"I love my job and will stick it out but when I'm doing a good job and don't get any good feedback—just constant criticism instead—that is when the going gets tough. Just a little praise goes a long way."* Lori

Keep reading to find out more about the relationship between CNAs and nurses—and what you can do to improve nursing teamwork.



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