**Compare And Contrast The Professional Interviews**

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**Peer Interview:**

An interview was conducted with the fellow who studies with me but her health discipline is different. Four main questions were asked from her to know about her role and duties as a team member in her group. The other information that was collected was her perception regarding the role of leaders and their influence on the team member. The first question was about her role as a team member. In answer, I have been told that she was a registered nurse who works in a small community hospital. She performs her duty on a combined thirty-five bed and telemetry unit. In addition, she also works as a backup resource nurse on the desk. She had experience as an LVN on an inpatient sub-acute unit that means she also plays the role of float nurse when required. The second question was based on her point of view on the professionalism and responsibility of the profession. She told me that for her being professional means to be aware of everything. The nurse is not only concerned about the disease of the patient. It is professionally needed that nurse should know everything about the patient, his problem and needs. When the needs of the patient are not being fulfilled it is the nurse's duty to speak up and advocate the patient. Being a team player is also a professional responsibility. In addition to taking self-care, it is professional to be present to help the team whenever they need it. Good communication should be made by professional nurses not only with colleagues but also with the patients to help them in a better way. The third question was whether she believes that leaders are the steward of healthcare or not. In answer, she agreed to the fact that leaders may not provide direct help or care but their impact is necessary for the organization. They make sure to implement the policies and enforce it equally on the staff of the organization. She told her experience that leaders and managers help her when she pushbacks while doing her duty as a floor nurse and she found that the patient is not getting proper treatment. In addition, they understand the requirement of the organization and patient, therefore, they make sure to shape the future of the organization and to enable us so we can provide better healthcare. The last question that she has been asked was related to the importance of leadership exercise for professional advocacy and authenticity. In addition, the question was asked related to power and influence while they are working with colleagues. She considers this aspect also as an important fact. This is because she believes that nurses should be comfortable and must know that leaders and managers are present to listen to their concerns and to help them. However, if there is the belief or managers show that the main concern is linked to the progress of the organization rather than helping staff and enhancing healthcare for the patient, changes in policy can be turned into the bad decision and poor worker morale. Her answers indicate her professionalism and satisfaction towards her duty.

**Leadership Interview:**

The same questions were asked to the leadership that were asked to the peer nurse. By asking the same question, it becomes easier to know the point of view on the certain question from both sides that is from the side of the nurse of the staff member and from the side of leadership as well. By giving the answer to the role that the interviewer have as a team member, she told her name "A.S.". She answered that her role as a healthcare team member is as a practice administrator for a corporate-owned plastic surgery group. She is playing the same role at five different locations where plastic surgery is performed. Therefore, she practices at surgery centers. While asking the second question regarding professionalism, she answered it precisely but clearly with the selection of powerful words. She answered that she would describe professionalism as a behavior in which one conducts themselves. Professional behavior should include honesty, integrity, compassion, reliability, and respect for others. The third question that was asked was the influence of professional responsibilities on the work. She answered that she does not conduct herself in a professional manner only with the staff member rather she acts in same manner with the patients as well. She believes in acting as a professional not only because it is her duty she tries to lead with believing that her staff will follow the same path of professionalism by learning from her. She told that in some events, the staff does not perform their duty professionally. Therefore, whenever she notices the mistake or unprofessionalism by the staff she immediately points out it and suggests them to improve. She also becomes professional with the patients as she believes that the patient also needs to listen and requires utmost respect. Therefore, her professional approach with the patient is to help them to bring a positive outcome. The fourth question was that whether she considers herself a steward of healthcare or not and why. The answer was remarkable as she did not highlight her position or her duty. She did not consider her role as the leader of the staff rather she answered that she considers herself as a good steward of healthcare because her core objective is to be a patient advocate. She considered herself as the voice of her patients and their supporter in all circumstances. The last question that has been asked was about the importance of leaders exercise professional advocacy in her point of view. In addition the authenticity, power and her influence on a colleague with whom she works were asked. According to her point of view, leadership, as well as professionalism, should always be exercised at the highest level and or top management. I believe that great mentors can lead by example and influence colleagues to reach their highest potential. On the contrary, if a company is running by poor leaders with the unprofessional character, the environment will become toxic. It shows that her role as a leader is not a symbol of proud rather she takes it as a duty and moral obligation. She values the problem and opinion of staff as well as patients.

**Similarities and Dissimilarities:**

The interview of both the peer and leader shows similarities more than the dissimilarities. For instance, both of them agreed to the importance of leadership, their role, power, and influence. They both had the same point of view that leadership is a steward of healthcare and they influence not only the staff but also the colleagues. Another similarity was that they both showed importance to the need and problem of the patent that means other than the disease they both was concerned with their overall physical and psychological health and term it as professionalism and responsibility that can influence other

There were no such dissimilarities as both were professional and passionate for their role. However, while giving the answer about the professional responsibility peer argued that the policies made by these leaders are important for the improvement as well as repairing damages for the organization and patient while leader did not talk in this context. She linked her answers with staff and patient only. Another major difference was the concept of professionalism, peer talked about the duty that should be performed by the team member to be a professional while leader defined the ethics that should be adopted by the team member to be professional.