**Shift the Burden: A Case Study Analysis**

Your Name

School Name or Class

**Shift the Burden: A Case Study Analysis**

1. **Are there "symptoms" of communication and conflict management failure present in the case? Are there symptoms of other problems?**

As a matter of fact, the case involves a tinge of both communication and conflict management failure. Secondly, the other problematic symptoms are the careless behavior of responsible authorities toward the execution of the Universal Protocol. Surgery is a delicate and, in several cases, life-saving or life-taking mater, and therefore any recklessness, lack of communication, distortion, conflict management failure, and overlooking the problems are unacceptable. Moreover, the double-covering duties of anesthesia attending delayed the arrival of the attendant to the current operating scenario, and even if he gets a chance to reach there in a timely manner, his attention will be diverted from operating the patient to the intubated patient instead.

1. **Are there indications as to underlying fundamental problems that are causing these symptoms?**

The core environment of OR itself is the most significant indication of fundamental problems that occur before the surgery. In the first place, the conflict between the anesthesia prescription by two different anesthesiologists remained unresolved. Secondly, the resident of the attended anesthesiologist got distracted by the uncooperative atmosphere of the operation room and surgical staff and therefore found himself flabbergasted when asked about the most critical subject. Thirdly, the chief surgeon avoided his primary responsibility during the time-out, the universal protocol, and initiated the surgery without considering alleged allergies of the patient with a particular type of anesthesia. Throughout the case, instead of attacking the main problems that are defining and taking precautionary measures regarding the alleged allergies of the patient and prescribed anesthesia, the medical staff kept aggravating the problem, and in due course, they collected a pile of communicational and conflict-based problems. Because of all the underlying hullaballoo, the case becomes a perfect example of the shift in the burden archetype.

1. **How might fundamental problems be uncovered?**

A thorough and stepwise procedural check, as well as the time-out checklist (either open or check-boxed), will be helpful devices in detecting and uncovering the mentioned fundamental problems.

1. **Do the "take home" points of the article address the symptoms? the fundamental problems? both? neither?**

The take-home points address the recommendations for both fundamental problems and the symptoms. The mentioned guideline is a pragmatic approach in solving such issues at hand.

1. **How does looking at a professional conflict, either interpersonal or organizational, through an archetype help or hinder your understanding?**

Systematic approaches or archetypes are essential tools in evaluating and resolving organizational and interpersonal conflicts. Take the instance of the SAGE process that asserts the need for Step Back, Assess, Get Personal, and Experiment to solve the conflicts most effectively and efficiently. The step “Assess” insists on opting for a situational-based archetype to understand the aspects and probable remedies to mitigate the adversaries of conflict. Archetypes are also practical while solving group conflicts; the implications of archetypes propose that all the problems are not unique.

1. **Are there any impacts in the type or approach to communication that may arise when you understand archetypes?**

While recognizing and comprehending the organization or particular interpersonal archetype, the awareness impacts the way of communication and traditional approaches to a great extent. Archetypes allow individuals and groups to realize that they are not encountering something out of this world, and people have confronted the same situations and circumstances as well. Moreover, the associated aspects of archetypes help in underlining the problem area and pave the path for establishing feasible solutions. Take the instance of the time-out case that could be analyzed in the context of “shift in the burden” archetype, and all the staff can use the model to address the fundamental problems instead of dealing with symptoms.