**Supplemental Digital Content 2**

***Enculturation Toolkit: “The Culture Club”***

**The purpose** of this meeting is to conduct activities that facilitate social connections, engage staff with the organizational values and heritage, and stimulate reflection on meaning and purpose in their work. Depending on the timing of the meeting, consider conducting these activities during a breakfast with coffee and donuts, a luncheon, or a sweet treat such as ice cream cones with sprinkles (something that brings innate smiles and joy)!

**Overview:**

* **Socialization & Connection (5-10 minutes)**
* **Values & Heritage (30 minutes)**
* **Meaning & Purpose (15 minutes)**

***Socialization & Connection, 5-10 minutes***

*Socialization: In a study of elements of successful orientation, preceptors endorsed a supportive, empowering community, collective engagement, organized orientation, respectful leadership, active feedback, and socialization to the unit and organization.(1) Socialization has been shown to increase the sense of belonging(2) and successful integration into a unit.(3)*

**Supervisor: Choose One Ice Breaker and Bring Prizes for the Winning Team**

**Icebreaker Option 1: Ten Things in Common(4)**

**‍Purpose:** This activity is effective because it forms bonds based on mutual interests and qualities, which research shows will lead to improved connectedness.

**Getting started:** Group employees into **teams or pairs**, with each team having an equal amount of new and veteran employees and make sure to separate new nurses and their preceptors. Set a timer. The activity can be easier or harder depending on the time limit you give, but three minutes is a good starting point. Give each group a piece of paper and a writing utensil.

**How to play:** Instruct each team or pair to find and list ten things they have in common. The more specific and amusing the items the better. After the time is up and the lists are completed, everybody will vote on who wins based on which list they find most interesting and surprising. Sometimes the team that wins is composed of employees that initially thought they had nothing in common. The team with the most unique/interesting/funny responses wins. Make sure each team gets to share something they learned with the group.

**Icebreaker Option 2: The One-Word Game(4,5)**

**Purpose:** This activity is effective because it invites creativity and demands people communicate well and work together.

**Getting started:** Group participants into groups of **four or five** people.

**How to play:** Ask a very simple question for which the teams must decide on a single word answer. Before finalizing their one word, teams will have rigorous discussions amongst themselves. Then it is time to ask each team to share their answers with the rest of the group—facilitating even more discussion.

**Describe in one word:**

* The organizational culture?
* The Founders?
* Your job at this organization when speaking to your grandmother?

**Icebreaker Option 3: Five-finger introduction(6)**

**Purpose:** This activity is effective because team members learn several things about one another.

**Getting started:** It might be helpful to give participants time in advance to reflect on their answers so that they are prepared to discuss with the group.

**How to play:** Have participants introduce themselves through five statements each representing a different finger:

* Pinky = a small thing about yourself (AKA a fun fact)
* Ring = something you love
* Middle = something you hate
* Pointer = where you are going (could be upcoming travel plans to keep it literal or personal goals to take the prompt more metaphorically)
* Thumb = where you have been (take this as literal or as metaphorical as you’d like to).

***Heritage & Values, 30 minutes***

*Knowledge and behavior: Generations of organizational leaders and staff have modeled the values of the founders.(7,8) It is vital that staff understand the organizational values and can apply these values in providing care to our patients. In synthesizing the knowledge of the values and applying this knowledge to practice, staff are achieving higher levels of Bloom’s taxonomy.(9,10)*

*This section’s content was curated from/inspired by material in the organization’s Learning Management System, Historical Unit, Values Council, and a documentary.(7)*

**Supervisor: Choose either “Option 1" or “Option 2” below.**

**These materials have been redacted due to Business Confidential nature of the content.**

***Meaning & Purpose, 15 minutes***

*Reflective Practice: Orientation is similar to simulation-based learning where the most valued learning takes place in the reflective discussions of the debriefing sessions that occur after the simulation.(11) Reflective learning, coaching, and/or debriefing have also been shown by other authors to be beneficial for a successful orientation.(12-17) ​Reflective discussions should ideally occur in a quiet, separate space apart from the clinical work. Quality time together enables a trusted relationship to develop.(18,19)*

*This section’s content was curated from/inspired by material in the organization’s Learning Management System, Historical Unit, Values Council, and a documentary.(7)*

**Supervisor: Sometimes there is a particular patient, colleague, or caregiver who makes an impression on us. It might have even occurred when we were a patient ourselves.**

**Take 5 minutes to reflect on the following:**

How did this person make you feel?

What qualities did they embody?

How does this interaction affect you in your practice?

Can you link any of their attributes to the values of the organization?

* A patient you will never forget
* Classic Colleagues – Share a story about a colleague (past or present, employee or not) whom you think embodies the values)
* Being a patient (examples of care received)

**Take 10 minutes to share your experiences with the group.**

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