

The Character of a Nurse

by Kit Bredimus



2020 marked the 200th anniversary of Florence Nightingale's birth. In recognition of her contributions to nursing and healthcare, the World Health Organization (WHO) and the American Nurses Association (ANA) branded 2020 the "Year of the Nurse." Nurses make up the largest group of healthcare workers in the country. For the 19th year in a row, nurses were voted to be the most trusted and ethical profession. 2020 also marked the 70th anniversary of Midland Memorial, with several celebrations planned through the year that never came to fruition.

I can say with full confidence that 2020 did not go as planned.

What 2020 has done is to highlight nurses and our healthcare workers' value like no other year could, bringing us closer to our mission and purpose. Much like Nightingale faced in the Crimean War, nurses on the frontlines of COVID are exposed to infectious disease, overcrowding, and lack of resources. What we are experiencing now through this historical event brings us back to the heart of nursing practice. I witnessed many nurses, doctors, and other frontline staff lead, innovate, and inspire, carrying out the vision of Florence and our hospital founders.

While everything around us collapsed, nurses remained courageously and unselfishly caring for patients at the bedside in the most vulnerable hours of their lives.

They say a person's true character is revealed in a time of crisis. In a year of disruption, fear, and uncertainty, our nurses and staff stepped up and epitomized compassion and resilience. Nurses are the face of healthcare, and social media was flooded with images of nurses in superhero capes. In all actuality, the role of the nurse has not changed through this pandemic. Nurses are not superhumans or immune to the trauma of human suffering; they just have the determination to step into the fray and take on the challenges before them. While everything around us collapsed, nurses remained courageously and unselfishly caring for patients at the bedside in the most vulnerable hours of their lives. Nurses continue to exhibit empathy and perseverance as we enter the next phase of this pandemic. Hope

is on the horizon with advances in vaccines, mitigation, and advocacy, although the fight is far from over.

I am humbled and honored to lead such an amazing group of nurses and other healthcare workers that, despite many reasons to do so, never give up. Long after this pandemic is over, there will be teams of healthcare workers ready to respond to any challenge that may come. I know that my family and yours are safer because of these courageous men and women. Thank you to all the healthcare workers who are on the frontlines of this pandemic. May you always find hope in your mission, strength in your purpose, and joy in your path. May you never tire of doing what is right for others.



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[Website](#)

The Culture of Ownership Classroom Midland Memorial Hospital Midland, TX



A Note from Joe

Kit Bredimus jokes that he is half the man he used to be. When we initiated the Values and Culture Project with Midland Memorial Hospital, Kit was Director of the Emergency Department. They had long struggled with patient satisfaction, consistently coming in at the bottom ten percent in their comparison group. At the time, he weighed more than 300 pounds. He was in the first team of Certified Values Coach Trainers and effectively shared what he learned both in teaching classes in the Midland Health Culture of Ownership Classroom and in his department. Four years later Kit's department was consistently performing in the top ten percent on patient satisfaction, and he was asked by Press Ganey to write articles and speak at conferences. He was recognized as Young Nurse Leader of the Year at the annual conference of the American Organization of Nurse Leaders (AONL – at the time AONE). He earned a DNP degree and, when CNO Bob Dent moved to Emory Healthcare in Atlanta, Kit was promoted into that role. Most important to Kit, he took charge of his own health, and in doing so became an outstanding role model for his colleagues at Midland Health and for his kids at home.



Kit Bredimus before and after