

# Cultural sensitivity and multi- generational awareness



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Cultural Sensitivity And Multi-Generational Awareness Differences between the new graduates In a service oriented career such as nursing, cultural sensitivity can be explained to mean “ being sensitive to your client's cultural background” (Tool Boxes, 2011). To be sensitive however cuts across the mere fact of being aware and accepting that people of from different cultures and that people from different cultures may behave differently. Rather, there is the need that “ health care providers and their patients are to interact effectively, they must move beyond both cultural sensitivity and cultural biases that create barriers” (Encyclopaedia of Nursing & Allied Health, 2011). Multi-generational awareness on the other hand has been explained by Thinkcos (2009) to mean the situation whereby at the workplace, people of different generations, most commonly, of four different generations live and work together. In the scenario, there are three different cultures, which are African-American, Caucasian and Japanese and two broad generations, which are the old and young. Type of preceptor that would work best with each new nurse In respecting the need for cultural diversity and multigenerational differences, it is very important that the preceptors assigned to these three new nurses are people who belong to their culture and generation; understand their culture and generation; or are ready to accept their culture and generation group. Assigning the new nurses to preceptors, who are of different cultural background and generation or people who are hostile to the individual cultures and generations would create chaos and anarchy at the workplace. What is likely to motivate the nurses to do the best possible job Clearly, these new nurses will be well motivated when they are treated to warm, friendly and welcoming atmosphere. As a matter of fact, the superior-subordinate relationship in any <https://assignbuster.com/cultural-sensitivity-and-multi-generational-awareness/>

organisation; especially in the healthcare sector is very important in motivating subordinates and new nurses to giving off their best at post. The preceptors or senior officers should also see themselves as role models for the new ones. Benefits that would motivate one more than another From the scenario, the 22 year old African-American is likely to be more motivated at work because she is perhaps taking up her very first job and would be motivated to put up her very best to please her superiors and other people who matter to her, such as her relatives. It is not surprising therefore that she was calling her mother. REFERENCE LIST Encyclopaedia of Nursing & Allied Health, (2011). Cultural Sensitivity. Accessed June 11, 2011 from <http://www.enotes.com/nursing-encyclopedia/cultural-sensitivity> Thinkcos (2009). Multigenerational Perspective in the Workplace. Accessed June 11, 2011 from <http://thinkcos.wordpress.com/2009/06/18/multigenerational-perspectives-in-the-workplace-a-little-awareness-goes-a-long-way/> Tool Boxes (2011). Cultural Sensitivity. Accessed June 11, 2011 from <http://toolbox.es.flexiblelearning.net.au/demosites/series2/205/segments/intclnts/Rapprtcult.htm>