



## **Clinician Worksheet**

### **Self Assessment**

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree).

I have enough time to provide a meaningful presence.

1 2 3 4 5

I feel confident explaining signs of active dying.

1 2 3 4 5

I understand how to discuss morphine and comfort medications.

1 2 3 4 5

I clearly understand productivity expectations.

1 2 3 4 5

I feel supported when visits require more time.

1 2 3 4 5

## Time — Protected Presence

Where do you feel tension between schedule and presence?

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Describe a recent visit where time felt protected.

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What would help you slow down when needed?

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Advice for Clinicians:

Protected presence is a clinical skill, not a luxury. Even within a demanding schedule, small intentional behaviors — sitting instead of standing, pausing before speaking, maintaining eye contact, or allowing silence — can significantly improve patient and family experience. When time is limited, prioritize connection over task completion whenever possible, as meaningful presence often reduces anxiety, improves communication, and ultimately makes care more efficient.

## Training — Preparation & Confidence

What conversations feel hardest right now?

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Where do you feel clinically strong?

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What additional mentorship would strengthen your practice?

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Advice for Clinicians:

Confidence in hospice care comes from preparation, repetition, and support — not from having all the answers. Identify the conversations that feel most difficult and seek guidance, scripts, or role-play opportunities to build comfort. Lean on experienced colleagues, interdisciplinary team members, and ongoing education. Strong clinicians are not those who struggle alone, but those who actively pursue growth and support to better serve patients and families.

## Transparency — Clarity & Culture

Do you feel expectations are clear? Why or why not?

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Where does communication feel strong?

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What would increase trust within your team?

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Advice for Clinicians:

Transparency builds psychological safety, which is essential for both quality care and team resilience. When expectations are unclear, ask for clarification early rather than carrying uncertainty alone. Share concerns respectfully, document important communications, and assume positive intent while advocating for patients and yourself. Trust grows through consistent, honest dialogue — not perfection. Small moments of openness can gradually strengthen the culture of the entire team.

## Final Reflection & Action Steps

What is one area you want to grow in over the next quarter?

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What support do you need to get there?

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How does your practice reflect the Three T's?

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Advice for Clinicians:

Growth in hospice practice happens through small, intentional changes over time. Choose one realistic focus area rather than trying to improve everything at once. Seek the support you need early — mentorship, education, schedule adjustments, or team collaboration. Reflect regularly on how your daily actions embody Time, Training, and Transparency, and remember that consistent progress matters more than perfection.