

How You Do What You Do?

By R. Everett Stafford, BSN, RN

“It’s not what you do,
it’s how you do what
you do that matters”.

It’s funny how the mind works; a situation, sight, or smell can unpack memories that were stored away long ago. This happened to me recently. My mother once told me, “It’s not what you do, it’s how you do what you do that matters.” At the time that was her way of encouraging me to strive for excellence in whatever I do; as the outcome of my actions have a direct impact on the people around me. Now, 25 years later, after the submission of documentation to American Nurses



Credentialing Center (ANCC), for Magnet redesignation, I take a pause to reflect on what it really means to be a Magnet hospital. A Google search will tell you that Houston Methodist Hospital, as an organization, has been recognized by ANCC as having achieved excellence in nursing services, and that is a big deal. However, what does it actually mean, and who gets the credit for such an accomplishment? Nursing along with every other person in every other department, because it’s not what you do, it’s how you do what you do. This organization is excellent only because of the individual parts it’s made up of are excellent.

ANCC and 4 Magnet appraisers received the redesignation documents on June 1 and have begun the initial review. The documentation package included more than 2,500 pages of outcome data, processes and procedures, structural and operational information, and roughly a 100 narratives (written by staff), that clearly illustrate nursing excellence and outstanding patient care. If the scores from the documentation review fall within a range of excellence, an on-site visit will occur to thoroughly assess our organization. After this rigorous on-site review process, the Commission on Magnet will review the completed appraisal report and vote to determine whether Magnet recognition will be granted.

The Magnet team would like to thank you in advance for your continued support, as we prepare for the on-site visit. We will be visiting each unit to assist in your preparation and/or answer any questions you might have regarding what you can expect.