



“Everything is Impossible, UNTIL IT IS POSSIBLE” – anonymous

This poignant quote speaks to the natural human reaction to change and problems, “what if I fail”. If we applied the first part of this quote to American history, we still wouldn’t know what the moon looks like, polio would be an epidemic and there would be no flying of the friendly skies. When you consider the ‘impossible’ things that human beings have accomplished it seems like trying to reduce falls should be easy. While we know that this can be a daunting task, it doesn’t have to be a paralyzing one. Recognizing why efforts can fail is a critical component to ultimate success.

Step one in this journey is to determine what makes people think that the goal is ‘impossible’? There are several reasons that it could be, though it is important not to assume you already know. Some of the reasons might be:

1. Fear that I will fail and not meet my supervisor’s expectations
2. Exhaustion and feeling overworked
3. Being resistant to change
4. Not fully understanding the reason for interventions
5. Staff not knowing how to be mindful of time during the shift
6. Disbelieving that there is a problem
7. Not understanding why the goal is important and what is at risk
8. Misalignment with facility policies and protocols

If you take the time to identify what is keeping your team stuck from making progress, you can then begin to introduce solutions to the barriers so that the team can get the right focus. It is in those moments that what once seemed impossible will ultimately be very possible and even probable!