

Smooth Moves CHAMPION Review & Selection

Smooth Moves Champions play a critical part in the introduction and maintenance of an injury prevention program. They form a link between management and the unit behavior.

A Smooth Moves Champion must have:

- **Superior skills on each transfer/lift device**
- **Specific knowledge about difficult transfer situations**
- **Skills to encourage use of the supporting material by colleagues when lifting**
- **Insight into the policy & procedures established within the facility**
- **Insight into the way in which problems that go beyond the level of the unit and the team can be addressed in the correct place**

It is strongly recommended that the Smooth Moves Champion be someone on the unit that performs patient lifting activities daily. Smooth Moves Champions are employees who have to play a leading role in a pleasant and informal manner with respect to the transfer policy.

Many demands are made of a Smooth Moves Champion. The resulting work often comes on top of the carer's other tasks. It is not easy to keep attention for lifting and prevention in times of high work pressure. A number of organizational conditions can assist in maintaining the focus needed:

1. Have had suitable training
2. Have a clear and recognized position in the organization
3. Be supported by the unit manager and by Administration
4. Be able officially to have time available to work to perform the function properly
5. Meet monthly with other Smooth Moves Champions to exchange experiences and acquire new knowledge
6. Keep up with new developments and have regular additional training

A good Smooth Moves Champion can make the transition to a "No Lift Policy" a smooth one. A weak Smooth Moves Champion can stifle the movement and cause additional demand on you of your time and energy.

The attached document is a guide to helping select a strong Smooth Moves Champion to help assure that no staff member on your unit be needlessly injured.

Smooth Moves is the name of Vanderbilt University's safe patient handling program. *Smooth Moves* is funded and supported by Vanderbilt University Medical Center and is facilitated by the Vanderbilt Occupational Health Clinic.

Smooth Moves Champion Attributes & Selection Criteria

1 is Low, 5 is High

1. **Perseverance:** Commits to achieving a set goal, perseveres through difficulties or disappointments and keeps the goal in sight

1	2	3	4	5
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2. **Initiative:** Sees opportunities and acts independently

1	2	3	4	5
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3. **Flexible behavior:** Behavior or approach can change to achieve a set goal. Behavior can be adapted to problems, obstacles and resistance.

1	2	3	4	5
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4. **Ability to change:** Can accept criticism and suggestions with respect to own functioning, is open to feedback form others and acting on it actively.

1	2	3	4	5
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5. **Sociability:** Can get on well in the company of others. Can approach others without difficulty and make contact easily. Shows open orientation towards others and is a good listener.

1	2	3	4	5
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6. **Powers of persuasion:** Can present ideas and opinions with reasoning and eloquence so that the agreement of colleagues is obtained.

1	2	3	4	5
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7. **Appraisal by colleagues:** Is regarded highly by colleagues on own unit

1	2	3	4	5
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Name of Staff Member

Total Score

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