

PILLAR 2: PEOPLE AND CULTURE

Supplementary References

- WEBSITE:** Laboratory Career Roadmap
<https://www.whatsmynext.org/wp-content/uploads/2023/07/Career-Roadmap-Final-Version-7.3.23.pdf>
- WEBSITE:** What's My Next
<https://www.whatsmynext.org/>
- ARTICLE:** A professional development model for medical laboratory scientists working in the microbiology laboratory
<https://pubmed.ncbi.nlm.nih.gov/22693775/>
- ARTICLE:** Cross-Training in a Lab: Do the benefits outweigh the cost?
<https://www.labmanager.com/big-picture/the-importance-of-training-and-development-in-the-lab/cross-training-in-a-lab-22460>
- ARTICLE:** The Benefits of Continuing Education for Personal Growth and Team Effectiveness: Putting an emphasis on adult learning might be the single most important focus for your team
<https://www.labmanager.com/big-picture/the-importance-of-training-and-development-in-the-lab/the-benefits-of-continuing-education-for-personal-growth-and-team-effectiveness-28507>
- ARTICLE:** Recruitment and Retention Strategies for Hospital Laboratory Personnel in Urban and Rural Settings, Derek R. Slagle
<http://clsjournal.ascls.org/content/26/1/10>
- ARTICLE:** Employee-retention strategies, from boosting morale to promoting CE
<https://www.mlo-online.com/management/careers/article/21146859/employee-retention-strategies-from-boosting-morale-to-promoting-ce>
- ARTICLE:** Steps to retain lab technicians and technologists
<https://www.mlo-online.com/management/careers/article/21230898/steps-to-retain-lab-technicians-and-technologists>
- WEBINAR:** Addressing the Laboratory Staffing Crisis—Expert Strategies to Recruit and Retain a Stronger Workforce
<https://arup.utah.edu/education/workforce-2022.php>
- WEBINAR:** Recruiting Medical Laboratory Staff: An Educator's Point of View
<https://www.cardinalhealth.com/en/medical-affairs/medical-products/continuing-education/laboratory-products/laboratory-management/recruiting-medical-laboratory-staff.html>
- ARTICLE:** Impact of Emergency Department Phlebotomists on Left-Before-Treatment-Completion Rates
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6625689/#:~:text=The%20effect%20of%20the%20phlebotomist,phlebotomist%20encounters%20vs%20phlebotomist%20encounters.>
- ARTICLE:** Addressing the Lab workforce shortages
<https://ascls.org/addressing-the-clinical-laboratory-workforce-shortage/>
- ARTICLE:** 7 Steps to Succession Planning in Clinical Labs: A detailed step-by-step guide to succession planning for clinical laboratory leaders
<https://www.clinicallab.com/trends/clinical-laboratory-leadership/7-steps-to-succession-planning-in-clinical-labs-26899>
- ARTICLE:** Examining the impact of succession management practices on organizational performance: A national study of U.S. hospitals
<https://pubmed.ncbi.nlm.nih.gov/28786881/>
- ARTICLE:** Managing Knowledge in Transitions: Experiences of Health Care Leaders in Succession Planning
<https://pubmed.ncbi.nlm.nih.gov/28650870/>

- ARTICLE:** Career Mapping for Professional Development and Succession Planning
<https://pubmed.ncbi.nlm.nih.gov/28059987/>
- ARTICLE:** Proactive Succession Planning for the Clinical Laboratory
<https://clpmag.com/lab-management/>
- ARTICLE:** Succession Planning in a Lab: What, Why, Who, and How a solid strategy can save you time and resources
<https://www.labmanager.com/succession-planning-in-a-lab-what-why-who-and-how-21842>
- ARTICLE:** Knowledge Sharing And Succession Planning In The Lab
<https://ascls.org/knowledge-sharing-and-succession-planning-in-the-lab/>
- ARTICLE:** New Paths to Leadership for the Clinical Laboratorian: As a new generation takes the reins of leadership, approaches to recruitment, training, and management are changing fast
<https://www.aacc.org/cln/articles/2022/janfeb/new-paths-to-leadership-for-the-clinical-laboratorian>
- ARTICLE:** Best Practices for Maintaining Diverse Laboratories
<http://clsjournal.ascls.org/content/30/1/51>
- ARTICLE:** Creating an Inclusive Lab Environment, Establishing a culture of inclusion is the first step to achieving a positive DEI strategy
<https://www.labmanager.com/creating-an-inclusive-lab-environment-29058>
- ARTICLE:** ASCP DEI Resources
<https://www.ascp.org/content/get-involved/diversity-and-inclusion>
- ARTICLE:** Developing Cultural Competency in Laboratory Practice
<http://clsjournal.ascls.org/content/30/1/43>
- ARTICLE:** Cultural competency in the laboratory
<https://pubmed.ncbi.nlm.nih.gov/12776778/>
- ARTICLE:** Celebrating Diversity, Equity, and Inclusion in the Lab: Successful DEI committees can help create a more positive and inclusive work environment
<https://www.clinicalab.com/trends/diversity-equity-and-inclusion-in-the-clinical-lab/celebrating-diversity-equity-and-inclusion-in-the-lab-25899>
- ARTICLE/VIDEO:** Preventing Burnout: A manager's toolkit
<https://about.gitlab.com/blog/2022/05/03/preventing-burnout-a-managers-toolkit/>
- ARTICLE:** Avoid Employee Burnout: Promote a culture of wellness
<https://cardinalatwork.stanford.edu/manager-toolkit/develop/develop-manager/manager-forums/previous-manager-forums-resources/avoid-employee-burnout-promote-culture-wellness>
- ARTICLE:** Addressing Burnout: Resource Toolkit (PDF)
<https://www.fhi360.org/sites/default/files/media/documents/resource-addressing-burnout.pdf>
- WEBSITE:** Standardization of professional title
<https://www.ascp.org/content/board-of-certification/i-am-mls>
- ARTICLE:** Well-Being, Burnout, and the Clinical Laboratory
<https://academic.oup.com/ajcp/article/153/4/422/5741821>
- ARTICLE:** The American Society for Clinical Pathology's Job Satisfaction, Well-Being, and Burnout Survey of Laboratory Professionals
<https://academic.oup.com/ajcp/article/153/4/470/5741819>
- DOCUMENT:** Stress and Burnout Handout (PDF)
https://ascpcdn.s3.amazonaws.com/static/ISTP/ASCP-ISTP_Stress+and+Burnout.pdf
- ARTICLE:** Discover Your Leadership Blind-Spots
<https://www.bloomberg.com/businessweek>

