



# Kidney Q&A

4-12 months

Life Options Rehabilitation Program  
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## Q: How can I cope with changes in staff?

**A:** In the time you spend with your care team, you begin to trust and depend on the staff, some more than others. When someone leaves, it can be hard. You may feel deserted, afraid, or angry at the person for leaving. But, like any job, employees will come and go sometimes.

### Ask new staff about their training.

It may be easier to start to trust a new staff person if you know that he or she has the education and training to do a good job. Ask! You can tell a lot about how caring new staff are by how they work and talk with you. You can also look for credentials on his or her nametag.

Change can be hard and it takes time to adjust to it. Try to give new staff a chance to show that they know what they're doing and can be trusted.

### What I can do to cope better with staffing changes:

- Expect to have some staffing changes at my dialysis clinic.
- Respectfully ask staff about their training or education and what experiences they have in dialysis or healthcare.
- Share my experiences and offer new staff a chance to learn from me.

Credential	Title	Education/Training
LPN	Licensed Practical Nurse	Completes a 2-year training program.
RN	Registered Nurse	Completes a 2- or 4-year college degree and passes a special test.
BSN	Bachelor of Science in Nursing	Completes at least 4 years of college, focusing on nursing.
MSN	Master of Science in Nursing	Completes at least 1 more year of college beyond a BSN, focusing on nursing.
CNN	Certified Nephrology Nurse	RN who completes training focused on nephrology and passes a special test.
NP	Nurse Practitioner	RN who completes special training for primary healthcare and passes a special test. Can prescribe medication and do primary care.
RD	Registered Dietitian	Completes 4 years of college focusing on dietetics and nutrition. Registered with the Am. Dietetic Assoc.
MSW	Master of Social Work	Completes 4 years of college and 1 or 2 years of graduate study in social work.