

Exploration of the Influence of Ideological and Political Education on the Cultivation of Collaborative Spirit in Medical Teams

Xueying Huang

Shengli Oilfield Central Hospital, Dongying, Shandong, 257000, China

Abstract. In the current medical field, teamwork has become a key factor in promoting the improvement of medical service quality and ensuring patient safety. However, team collaboration is not simply a collection, but requires shared goals, values, and deep trust and understanding among members. In this process, ideological and political education plays an irreplaceable role. This article aims to explore the impact of ideological and political education on the cultivation of cooperative spirit in medical teams. Through in-depth analysis of the ideological and political education issues in current medical team cooperation, corresponding solutions are proposed to improve the cohesion and collaboration efficiency of the medical team.

Keywords: Ideological and Political Education; Medical Team; Spirit of Cooperation; Cultivation Strategy.

1. Introduction

In the modern medical system, the spirit of teamwork is of great significance for improving the quality of medical services and ensuring patient safety. However, there are many problems in the current collaboration process among medical teams, such as poor communication and collaboration. These issues not only affect the efficiency and quality of medical services, but may also lead to the occurrence of medical disputes. Therefore, how to cultivate the spirit of cooperation in medical teams has become an urgent problem to be solved in the current field of medical management. This article will explore the impact of ideological and political education on the cultivation of cooperative spirit in medical teams from the perspective of ideological and political education.

2. The Problem of Cultivating the Spirit of Cooperation in Medical Teams Through Ideological and Political Education

2.1. Collaboration Barriers Caused by Differences in Values

In the medical industry, the cultivation of teamwork spirit is crucial, but this process also faces cooperation barriers caused by differences in values. The differences in values among members of different medical teams often stem from their respective growth backgrounds, educational experiences, and personal beliefs, which may lead them to hold vastly different perspectives and attitudes when facing the same medical problem.

Differences in values have a significant impact on the efficiency and effectiveness of medical team collaboration. Firstly, it increases the communication cost between team members. Due to differences in values, doctors may find it difficult to reach consensus in a short period of time, requiring more time and effort to communicate and negotiate. This not only wastes valuable medical resources, but may also delay the treatment of patients. Secondly, differences in values may also lead to lack of understanding in cooperation, affecting the quality and effectiveness of medical services. When doctors lack tacit understanding in cooperation, they may not be able to fully leverage their professional advantages and provide the best treatment plan for patients. Therefore, in order to enhance the collaborative spirit of the medical team, we need to re-examine and improve the current ideological and political education methods, ensure that they can more effectively respond to the challenges brought by differences in values, and provide a solid ideological foundation for the cooperation of the medical team.



2.2. Imbalance between Ideological Education and Professional Development

In the modern medical field, with the rapid progress of technology and the continuous updating of medical knowledge, the professional development of medical team members has become an indispensable part. However, at the same time, the importance of ideological and political education is often overlooked or marginalized, leading to an increasingly prominent imbalance between the two.

Firstly, this imbalance is manifested in an excessive focus on professional development. Members of the medical team, such as doctors and nurses, need to constantly learn and master the latest medical technologies and knowledge to improve their professional level. However, in this pursuit of professional development, some medical teams may overlook the value of ideological and political education, believing that it is not closely related to medical practice, leading to an imbalance between professional development and ideological education. However, the lack of ideological education can have a negative impact on the cultivation of collaborative spirit in medical teams. The success of a medical team depends not only on the professional abilities of its members, but also on their collaboration, communication, and shared values. If there is a lack of common values and ethical standards among team members, they may have disagreements and conflicts when facing complex medical problems, which can affect the efficiency and effectiveness of the entire team. Therefore, we need to re-examine the relationship between ideological education and professional development, and seek a balance between the two.

2.3. Single Educational Methods

Many medical institutions still use traditional and singular educational models when conducting ideological and political education, such as simple classroom teaching and knowledge indoctrination, lacking innovation and diversity. However, with the progress of the times and the increasing personalized needs of medical staff, this single educational method is no longer able to meet the needs of reality. Different healthcare workers have different backgrounds, experiences, and career plans, and their learning needs and interests are also different. If the educational methods are too single, it will be difficult to meet their personalized needs, and may even make them feel bored and resistant to learning. In addition, a single educational method is also difficult to stimulate the learning interest and enthusiasm of medical staff. In today's rapidly evolving knowledge and technology, medical staff need to constantly learn new knowledge and master new skills to adapt to the development of the medical field. If educational methods lack innovation and diversity, it will be difficult to attract their attention, stimulate their learning enthusiasm, and thus affect their learning effectiveness.

2.4. Lack of Team Spirit and Sense of Belonging

The medical team, as a highly specialized collective, bears the responsibility of treating patients and ensuring the health of the people. However, in practical work, it is not difficult to find that some medical team members lack close connections and effective collaboration. Specifically, it manifests as a sense of alienation among team members, a lack of common goals and values, and a low sense of identification and loyalty to the team. When there is a lack of effective communication and collaboration among medical team members, they often only focus on individual work tasks and interests, while neglecting the overall interests and long-term development of the team. This not only affects the work efficiency and service quality of the medical team, but may also damage the cohesion and centripetal force of the medical team.

In terms of cultivating team spirit and sense of belonging, ideological and political education faces certain challenges. Firstly, medical team members have different professional backgrounds and work experiences, as well as differences in their ideological concepts and values. This makes it more difficult to establish common goals and values within the team. Secondly, the work pace of medical teams is fast and stressful, and members often do not have enough time and energy to participate in team activities, strengthen communication and collaboration. This also increases the difficulty of cultivating team spirit and a sense of belonging. Therefore, in order to effectively cultivate the team

spirit and sense of belonging of medical teams, we need to strengthen the role of ideological and political education.

3. The Strategy of Ideological and Political Education for Cultivating the Spirit of Cooperation in Medical Teams

3.1. Strengthen Ideological Exchange and Communication

In order to overcome the barriers to cooperation caused by differences in values, we need to re-examine and improve the current methods of ideological and political education. Firstly, we need to strengthen the exchange of ideas and communication among medical team members to enhance mutual understanding and trust. Through regular team building activities, sharing sessions, and seminars, team members are given the opportunity to share their values and work experience, thereby enhancing mutual understanding and recognition. Secondly, we need to cultivate common goals and values among medical team members through ideological and political education. This does not mean that all members are required to completely abandon their personal values, but rather to seek a common set of values and professional guidelines that are in line with the characteristics of the medical profession while respecting differences. This shared values will become the bond and cornerstone of collaboration among healthcare team members, enabling them to maintain a consistent pace and action in the face of difficulties and challenges.

3.2. Balancing Ideological Education and Professional Development

In the face of this challenge, we need to recognize that ideological education and professional development are not mutually exclusive, but can promote and develop together. We should clarify the importance of ideological education in medical team cooperation. The success of a team depends not only on the professional skills of its members, but also on their collaboration, trust, and shared values. Therefore, we must strengthen ideological and political education, cultivate the collective sense of honor, sense of responsibility, and teamwork spirit of medical team members.

We can adopt a series of strategies to address the imbalance between ideological education and professional development. Firstly, the medical team should establish a comprehensive training program that combines ideological education with professional development. This can be achieved through organizing regular team building activities, medical ethics lectures, professional seminars, and other means. In these activities, team members can not only learn the latest medical technologies and knowledge, but also gain a deep understanding of the ethical standards and professional spirit of the medical industry, thereby enhancing their sense of professional identity and mission. Secondly, medical teams should encourage members to actively participate in ideological and political education activities. By establishing reward mechanisms and providing learning resources, we aim to stimulate the interest and enthusiasm of team members in ideological education. At the same time, medical teams can also invite industry experts and scholars to share their experiences and insights, providing team members with more learning opportunities and insights. In addition, medical teams should also focus on ideological education in practice. In daily work, team members should always maintain care and respect for patients, strictly abide by the ethical standards and norms of the medical industry. At the same time, the medical team should also strengthen communication and cooperation with other teams to jointly improve the service level and quality of the entire medical industry. Finally, we need to recognize that ideological education and professional development are a long-term process. The medical team should continue to invest energy and resources, strengthen the integration of ideological education and professional development. Only in this way can we truly achieve a balanced development between ideological education and professional development, provide a solid ideological foundation for the cooperation of medical teams, and provide patients with higher quality and efficient medical services.

3.3. Innovative Educational Methods

In the daily operation of medical institutions, ideological and political education is not only a key link in improving the professional competence of medical staff, but also an important driving force for promoting the sustainable development of the medical industry. Therefore, medical institutions should actively explore and innovate methods of ideological and political education, ensuring that educational content keeps pace with the times and forms are diverse and diverse.

Firstly, medical institutions can organize diverse educational activities, such as regular lectures and seminars. These activities can invite experts, scholars, or experienced healthcare professionals from the industry to conduct in-depth analysis and discussion on hot issues, latest developments, or classic cases in the medical industry. Through face-to-face communication and interaction, medical staff can obtain the latest and cutting-edge knowledge and information, while also broadening their horizons and enhancing their overall quality. Secondly, with the rapid development of information technology, medical institutions can fully utilize online platforms to carry out online course education. Online courses have advantages such as flexibility, convenience, and abundant resources. Medical staff can choose courses that suit their time and needs for learning. This learning method not only saves medical staff time and energy, but also allows them to arrange their learning plans more independently and improve learning efficiency. In addition, medical institutions should also pay attention to the personalized needs of medical staff and provide them with tailored education programs. There are differences in the work experience, professional background, interests and hobbies of different medical staff, so their learning needs and interests are also not the same. Medical institutions can understand the personalized needs of medical staff through questionnaires, individual interviews, and other methods, and then tailor education programs for them based on these needs. This educational program can not only meet the actual needs of medical staff, but also stimulate their learning interest and enthusiasm, and improve the pertinence and effectiveness of ideological and political education.

3.4. Strengthen Team Collaboration Awareness

In the daily operation of medical institutions, ideological and political education is not only related to the personal growth of medical staff, but also closely related to the collaboration efficiency of medical teams. Therefore, it is particularly important to strengthen team collaboration awareness when conducting ideological and political education.

Firstly, medical institutions need to clearly emphasize the importance of teamwork, so that every healthcare worker can deeply understand that medical work is not about fighting alone, but requires the entire team to work together and support each other. Only by establishing common goals and values can medical teams maintain a consistent direction of action and efficient collaboration in the face of complex and ever-changing medical environments. Secondly, medical institutions can organize various team building activities, such as outdoor expansion, team games, etc., to provide opportunities for medical staff to get to know each other and deepen their understanding. Through these activities, medical staff can gain a deeper understanding of each other's personalities, strengths, and strengths, thereby better cooperating and collaborating in their work. At the same time, these activities can also enhance the friendship and trust between medical staff, laying a solid foundation for the cohesion of the medical team. In addition, medical institutions can regularly organize sharing meetings and other activities to allow medical staff to share their work experience, insights, and successful cases. This kind of sharing not only promotes communication and exchange among healthcare professionals, but also allows them to learn from the successes and failures of others, continuously improving their professional skills and collaboration level. At the same time, sharing sessions can also enable medical staff to have a deeper understanding of the significance and value of medical work, thereby cherishing the opportunities and achievements of team collaboration.

3.5. Strengthen the Construction of Hospital Culture

Hospital culture plays a crucial role in the actual development process. It not only significantly enhances the core competitiveness of hospitals, but also has profound significance in optimizing the ideological and political work of hospitals in the current environment. Therefore, with the continuous progress and transformation of the medical industry, hospitals must attach great importance to and strengthen the construction of hospital culture while pursuing technology and service quality.

The construction of hospital culture is a systematic project that requires creating a positive, harmonious, and beautiful cultural atmosphere. This atmosphere can stimulate the enthusiasm of medical staff, enhance their sense of belonging and pride, and thus enhance the internal cohesion and centripetal force of the hospital. In order to achieve this goal, hospitals need to advocate the medical service concept of "people-oriented and patient-centered". This philosophy emphasizes prioritizing the needs of patients and using patient satisfaction as an important criterion for measuring the quality of medical services. At the same time, hospitals also need to actively promote excellent hospital culture such as professionalism, dedication, and teamwork, encourage medical staff to invest in their work with a high sense of responsibility and mission, and jointly contribute to the development of the hospital.

4. Conclusion

Ideological and political education plays an important role in cultivating the spirit of medical team cooperation. By strengthening attention, being close to reality, innovating educational methods, and strengthening team collaboration awareness, measures can effectively improve the political awareness and moral level of medical staff, enhance their sense of responsibility and mission, and promote the improvement of the cooperative spirit and ability of medical teams. Therefore, medical institutions should fully play the important role of ideological and political education in cultivating the spirit of medical team cooperation, laying a solid foundation for improving the quality of medical services and ensuring patient safety.

References

- [1] Wang Xun, Liu Yan, Han Weiyi, et al. Research on the Integration of the Spirit of Red Medicine into the Ideological and Political Education of Medical Students in the New Era [J]. Industry and Technology Forum, 2024, 23 (07): 138-140.
- [2] Ye Lu. The Importance and Path Analysis of Ideological and Political Work in High Quality Development of Hospitals [J]. Public Relations World, 2024, (03): 19-21.
- [3] Lu Xiaofen. Practice of ideological and political education in hospitals under the new normal [J]. China Journal of Military to Civil Affairs, 2024, (03): 86-87.
- [4] LI Chang, Jiang Jia. Research on the ideological and political education of graduate students of clinical medicine under the perspective of establishing morality[J]. Health Career Education, 2024, 42 (05): 17-20.
- [5] Xiong Zhiqiang. Analysis of Problems in the Methods of Ideological and Political Education in Hospitals under the New Situation [J]. Modern Hospital, 2023, 23 (12): 1832-1835.
- [6] Zhang Kaitai. Exploring the Integration Path of Professional Education and Ideological Education in Medical Colleges from the Perspective of "Three Comprehensive Education" [J]. Journal of Ningde Normal University (Philosophy and Social Sciences Edition), 2023, (04): 93-96.