

Kick Up and Kiss Down

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You may have heard the phrase “Kiss Up and Kick Down” to describe the behavior of some of your colleagues – extremely nice to consultants and invariably polite and completely different attitude towards junior staff. The most common context is a registrar who is sickeningly sweet to their consultants but a terror to their residents and interns. This strategy seems to have some obvious utility – our consultants are the ones who affect our career progression and recommend us for future jobs and it is important to make it clear that we are suitable candidates both clinically and professionally.

Kiss Up Kick Down works because people rarely ask junior staff what their opinion of their registrar is – how many times did a consultant ask you a question when you were an intern?

If junior staff were asked more often, kissing up and kicking down would lose its effectiveness. This strategy is not unique to medicine, and in fact has an entire Wikipedia page dedicated to it – [Kiss Up Kick Down](#), which details the many instances of this strategy being employed. Ultimately it is a strategic stance that individuals may employ to maximize their chances of reaching the top of any complex human hierarchy or organisation.

In an ideal world, the paradigm of Kiss Up and Kick Down should be around to Kick Up and Kiss Down – an idea which I would not have come across had it not been for this article on this paradigm inversion [Kick Up Kiss Down](#).

The author details the importance of in fact **kicking (metaphorically) your supervisors and kissing (metaphorically) your juniors** *and*

The author writes..



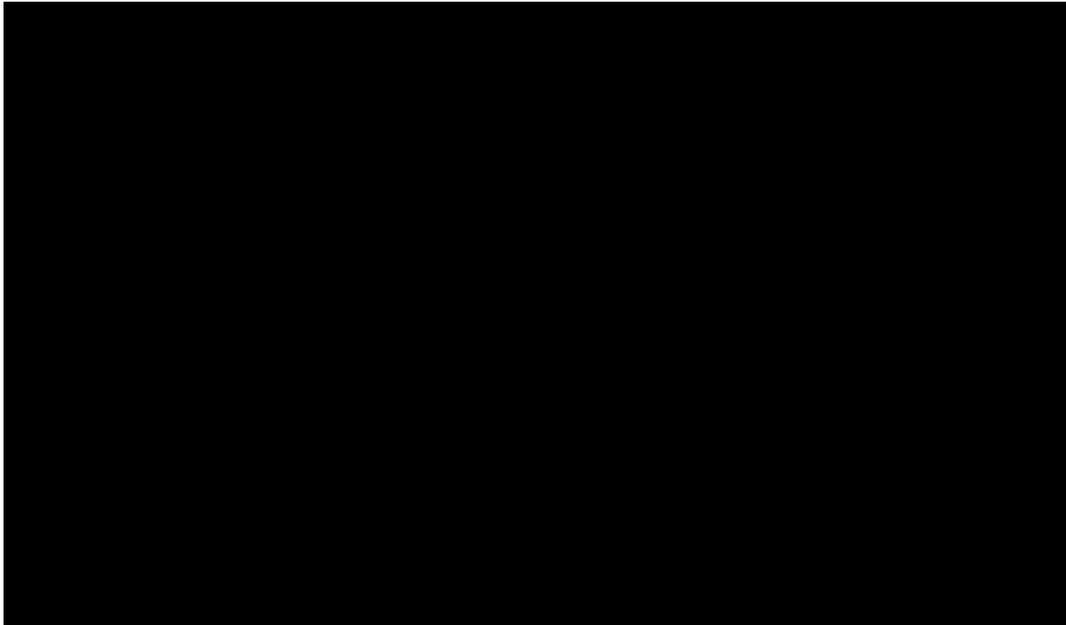
Kissing down is an

Down" culture is a fertile environment for poor patient outcomes and can be a significant contributor to junior doctor burnout which we all are starting to recognize as a serious issue within our health system.

Finally, for a model of consultants kissing down see this excellent video if you have not done so already:

[A special message for you this Doctor's Day](#)

and you can watch [JD manipulate Cox into revealing his feelings](#)



References

1. Kiss up kick down (Available at: <https://en.wikibt>)
2. Kick up kiss down (Available at: <http://www.thoughtleadersllc.com/2007/12/kick-up-kiss-down/>)
3. [A special message for you this Doctor's Day](#) (Available at: <https://www.youtube.com/watch?v=ocJZIFpes08>)
4. Scubs Cox Reveals His Feelings A bout J.D. (Available at: <https://www.youtube.com/watch?v=6f2lfVwLxBM>)
5. [Do nice doctors nish last? Abhi Pal](#)

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