

4th International Conference on **Nursing & Healthcare**

October 05-07, 2015 San Francisco, USA

Resilience training and practice to counter workplace bullying and incivility

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This poster presents an evidence translation project that provides tools nursing staff can use to defend against and arrest bullying and uncivil behaviors through educational training in anti-bullying cognitive rehearsal role play in a safe environment. As the staff acquire the capability to change their unit and reverse the practice of bullying, measurements of staff perception of bullying and incivility in their workplace and their ability to respond to it change. The project records the preceptual change before and after interventions through the Workplace Harassment Survey 2013 (WHS-2013). By learning how to counter uncivil and bullying behaviors individually and as a team, the hypothesis in the PICOT question is supported: For the hospital's medical-surgical nursing unit, does the introduction of an 8-week, evidence-based, education and training project improve the nursing staff's perception of their ability to counter workplace bullying and incivility as measured by the WHS-2013 on before and after surveys, when compared to the current lack of interventional training? The intervention will focus on education in cognitive rehearsal techniques (practiced during role-play) and supporting educational tools: descriptive videos, scripted responses, cuing cards, and handouts. The project involves is IRB approved and offers no more than minimal risk to the participants.

Biography

Sonia Balevre is nursing faculty in the pre-licensure BSN program at Chamberlain College of Nursing, Jacksonville, FL. She joined the faculty after years of clinical practice where most recently she had been a nursing manager. She obtained her BSN from University of Bridgeport, MSN from the University of Phoenix, and will complete her DNP in December 2015 from Chamberlain College of Nursing. She is a recipient of Great 100 Nurse of Florida and officer of the Great 100 Nurses of Northeast Florida. She is a member of Sigma Theta Tau International, the American Nurses Association, and the Florida Nurses Association.

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