

A unit method of solving disruptive behavior

Deborah L. Threats, MDIV, BSN, CAPA and CPAN

Veteran Administration Hospital, USA

Disruptive behavior has and will continue to be an issue in nursing until it is made aware of and the staff is educated on the behavior. Disruptive behavior has plagued the nursing area for years to the point that nursing students are learning about a healthy work place environment. Nursing has had several articles on the subject but the issue continues to be prevalent within the work environment. The Unit that I currently work on has tackled the issue with surveys and frank conversation on the matter. The issue continues because nurses continue to have fear of retaliation and no management support. To have a decrease and/or irritate this issue it has to address. This was handled with the use of sacred words, sacred persons, when all else failed the mediation took place. The unit's disruptive behavior has diminished and management has less to no consulting on behavior. I have developed a guideline for the unit for assuring that this will be a way of decreasing and eliminating disruptive behavior.

Biography

Deborah L. Threats has completed a MDIV in 1998 from Howard University and BSN in 1981 from Catholic University of America. She is currently a clinical nurse at Georgetown University. She has had 4 poster presentations and oral presentations. She has had several poster presentations and twice nationally at the ASPAN conference. She has done domestic and international nursing. She was a Major in the US Army retired now. She has over 40 years of nursing from being Hospital administrator, manager, ICU nursing to med-surg nursing. She has written an article on How a unit manages disruptive behavior. This is her passion to see nursing/people work in harmony with each other.