

Workplace Environment

Student's Name

Institutional Affiliation

#### 4-1 Discussion: Workplace Environment

To commence the Discussion Module 4 NURS 6053, I undertook a comprehensive Work Environment Assessment using a structured survey tool. The assessment unveiled a predominantly positive overall environment, with areas for improvement in workplace civility. Encouragingly, 70% of employees feel respected and valued, a testament to the positive aspects of our workplace. However, 30% reported instances of incivility, such as unprofessional behavior and lack of support from colleagues, indicating areas for growth. Notably, incivility was more prevalent in high-stress situations and among specific departments. These findings clearly indicate the need for targeted interventions to enhance civility and support a respectful work environment, while also highlighting the positive aspects of our workplace.

Based on the assessment results, my workplace is moderately civil, but there is room for improvement. The workplace demonstrates a commitment to respectful interactions, as evidenced by the 70% of employees who feel respected. However, 30% of those who experience incivility point to areas where our policies and cultural practices need strengthening. Behaviors contributing to incivility include interrupting colleagues during meetings, not acknowledging contributions, and lacking constructive feedback. These issues often arise in high-pressure scenarios where stress levels are elevated. The data suggests that while the foundation for civility exists, further efforts are needed to foster a consistently civil environment across all departments.

I recall a specific incident of incivility involving a disagreement between two colleagues during a project meeting. The context was a high-stakes project with tight deadlines. One individual, feeling stressed, spoke dismissively to another, undermining their contributions and causing visible discomfort. The behavior disrupted the meeting and created a tense atmosphere.

The impact of this incivility was immediate; the targeted individual felt undervalued and less motivated, and the team's cohesion was affected.

The situation was addressed by the department manager, who intervened promptly. A private meeting was held with the involved parties to discuss the incident. The manager facilitated a dialogue where each person could express their perspective. Following this, a team meeting was arranged to reinforce the importance of respectful communication and establish guidelines for future interactions. The actions included mandatory civility training and regular check-ins to monitor the team dynamics.

Upon reflection, the response to the incident was timely and highly effective in resolving the immediate issue and restoring a sense of respect within the team. The follow-up measures, including mandatory civility training and regular check-ins, were instrumental in sustaining a more positive environment. This example serves as a testament to the effectiveness of timely intervention and continuous efforts to promote civility in the workplace, instilling confidence in the strategies used.

### **Peer Responses**

Respond to at least two of your colleagues on two different days by sharing ideas for how shortcomings discovered in their evaluations and their examples of incivility could have been managed more effectively.

#### **Response 01**

Hey Sam, nice post! Your assessment highlights essential areas for improvement. One suggestion for managing incivility more effectively is implementing a peer support program, allowing employees to share experiences and solutions in a structured setting. Regular workshops on conflict resolution and effective communication can equip staff with the necessary skills to handle high-stress situations more constructively. Evidence shows that ongoing training and open dialogue are crucial for maintaining a respectful and collaborative work environment.

#### **Response 02**

Responding to peers is vital to the NURS 6053 Module Four discussion posts. We need to provide at least two peer responses. I have provided one example post. You can write your peer responses keeping the above points in mind.