NR395 Journal Entry #1 Form

**Directions**

1. Review the guidelines and the grading rubrics for this assignment.
2. Please post questions to the Q & A Forum, or contact your instructor.
3. Complete each section. This is not a scholarly paper. You may write in the first person, and you do not need to follow APA format, but you are expected to write in complete sentences and use proper grammar and correct spelling.
4. Use Microsoft Word 2013 (or higher) to complete this assigned form. Save as a .docx document.
5. Submit this journal entry by Sunday, end of Week 2.

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| **Question** | **Your Response** |
| 1. Identify a professional nursing-related issue and how you initially experienced this personally in the work environment. | The professional issue that I choose for my current nursing related issue is bullying. I know that this is a very strong word that not only affects the nursing profession but any profession or day to day living where socialization moments occur. You would think why would bullying occur in a workplace especially in the nursing profession which is such a noble one. Upon choosing my nursing related issue I was between bullying and incivility. They are both similar but then I read in further detail and noted that bullying had to do with more of a power struggle and that is what I think my situation has to do with. I think that I have been experiencing indirect bullying or maybe it is direct and I am just sugar coating it to make it sound better or make myself feel better. I work in a small unit but most of nurses I work with are type A personalities with very few type B. I think it’s a positive for our unit because it is intense and critical. The nurse on this unit has to be very autonomous and outspoken. I am a type B but when necessary my Type A is easily portrayed. I believe that the issue I have with one of my coworkers is bullying. |
| 1. Describe how the situation unfolded including the key players and their roles (no names used to protect confidentiality). Identify the type of issue reflected in the situation. | The situation unfolded upon me transferring to day shift and accepting the position as associate nurse manager in a unit where I had only been 7 months. I was working full time night and my nurse manager approached me and offered me a job as one of the associate nurse managers on day shift. I was oddly surprised because I had never verbalized, hinted or demonstrated that I wanted to go into leadership. At my previous workplace I was also offered this position but declined.I also did not want to take the job because I was not very familiar with logistics, the unit or the flow. I was just barley learning how to become a trauma nurse. I asked for time to this think about it. This was an outstanding opportunity that I know many people would jump on. One of my fears was also what my other coworkers would think. There are nurses that have been there anywhere from 4-30 years. I thought how many of them would want this position and here comes the newbie “taking” it from them. Well I accepted the position after my husband said some keys words to me. If anyone there had what they were looking for that position they would have been chosen a long time ago. Upon arriving to day shift I can sense the hostility and indifference from a couple of the nurses. The one that stuck out mostly was one male nurse. This nurse has been on this unit approximately 12 years. He is a very knowledgeable nurse and also knows the logistics of the unit very well. He was also one of the charge nurses. He wanted this position but was declined upon him applying. He is a type A personality, but he is also very dry and rude person. As some would say he speaks with no filter. On my unit if the ANM is present he or she charge for the day. This nurse would go over me and make decisions without consulting me, taking extra breaks and breaking small rules. I would let some of it slide and little by little I would address some of them. He was not happy about it. I was using the technique “kill with kindness” since he is such a bitter and dry person. He would do things on purpose to go against me or do things that he knows would bother me. Some of them being going to sleep at nurses station which is totally unprofessional. Sit in the lounge and take extended breaks. I would have to go and find him and address the issue. I always sit at the same computer when I am working since I started there since the other ones are two high and I am a really short…lol  Then all of a suddenhis goal since he we would get there in the morning was to take that computer first with the excuse that he couldn’t sit in the other high computers because his elbows hurt. But the funny thing is that when I was not there he would never request or want that computer. Finally one day a trauma was coming in and he was precepting a new nurse. They were not wearing appropriate PPE so I proceeded to tell the new nurse to put on a face shield he turned around and said no one is putting on a mask there is no need. I politely remined him that this was protocol and it needed to be followed. In front of doctors and other staff member he said well we are not putting on a face shield because it’s a nothing trauma and left the unit to get the patient. I felt like crap, I wanted to cry I was so angry. I went to my nurse manager and told him I wanted to set a meeting with this nurse so both of us can speak to him because this was not acceptable. He agreed and it would be set up. The next day my manager calls me in and states that the only way to nip this to write him up because it has been many instances with him. This nurse was written up for insubordination. After this day and that write up things changed about 80%. |
| 1. Describe the conclusion of the situation and whether it was a satisfactory ending. | The situation continues but veryveryminimally.He has adjusted his behavior and has come to terms that I am a woman and I am his supervisor. I still have to deal with him with small issues but I think in a way I have proved myself to him. Not that I feel a need to prove myself to him. I say this because I proved to be a fair and honest leader who follows the rules and backs up my staff.I try my best to learn and make the unit a better place. |
| 1. Share what impact the situation continues to have on you. | It continues to affect me because at times I feel like a power struggle during the shifts I work with him. The situation has improved 80% but it all depends on his mood. I find myself looking at my schedule and seeing who I am working with which I have never done because I did not want to set a certain tone prior to the shift. But now I do because I feel like I have to prepare myself mentally and physically to deal with him. I also hate that other staff members complain about him. He has also recently had another write up for insubordination by an anesthesiology attending. I take it one day at time and have read and learned techniques to learn to deal with people like this. I am taking it as a learning experience for what might come in the future in leadership for me. But one thing I know I will not allow myself to be bullied or anyone on my unit. |