Fostering a Spirit of Well-Being - One Faculty's Journey in Shaping a Culture of Civility

Conference Presenters: Liz White MacDonald BScN, MN, RN

Faculty of Nursing, MacEwan University, Edmonton, Alberta, Canada

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Disclosure

• The presenters declare no conflicts of interest.
Session Goals

By the end of this 20 minute session, participants will:

1. Identify the impetus for change in this academic organization.
2. Recognize the importance of strategy and intentionality in building and sustaining civility in academic work environments.
3. Describe the various strategic initiatives, metrics and tools, and lessons learned on the journey to organizational culture transformation.
4. Pose questions for discussion.
About Us

Faculty of Nursing

Department of Interprofessional Education and Simulation Learning

Department of Nursing Science

Department of Psychiatric Nursing

Students
Impetus For Change–
Context is Everything!

• Contextual factors, behaviors, and impacts on people that led to a desire for change
  • Time of sweeping changes
    » University Leadership
    » Formation of new Faculty of Nursing
    » Departmentalization
    » Transition of multiple key leaders
  • Lack of succession planning
  • Resulting in confusion, anxiety, uncertainty, unhappiness, increased incidents of incivility
  • Student behaviors that led us to wonder how incivility impacted them

FON Strategic Priority #3:

Promote well-being through:

- Celebrating diversity
- Promoting healthy work and learning environments, and
- Supporting professional and career development.

MacEwan Faculty of Nursing, 2017
Formed Spirit of Well-Being
Working Committee

Colette Foisy-Doll (Chair)  Keri-Ann Berga  Sara Bevan  Gail Couch  Rosie Gakhal
Melanie Gates  Mona Haimour  Emily Khalema  Safina McIntyre
Cheryl Pollard  Vince Salyers  Binthi Samuel  Elizabeth White-MacDonald  Jessica Wyllie
“We want to cultivate and sustain a healthy work and learning environment that lives and breathes our shared values of integrity, respect, innovation, caring, and connectedness!”
"We will engage in collaborative initiatives, promote employee and student development and learning, provide resources and support to promote well-being, and engage in knowledge creation and sharing".

The Golden Circle

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WHAT?
We promote and sustain a spirit of well-being within healthy work and learning environments.

The Golden Circle
Spirit of Well-Being: Pathway to Fostering Organizational Civility©

STEP 1 Raise awareness & Support
STEP 2 Measure workplace health
STEP 3 Assemble and empower a team
STEP 4 Develop evidence-based action plan
STEP 5 Implement evidence-based action plan
STEP 6 Evaluation & assessment
STEP 7 Reward civility & success
STEP 8 Expand, modify, and continue initiatives

Change Framework

Clark, 2017
Metric:
• Evidence of a sustained civil and thriving work and learning place.

Valid and Reliable Tools for Measurement:
• Workplace Incivility/Civility Survey© (WICS) (Clark, 2017)
• Clark Workplace Civility Index© (Clark, 2017)
• Clark Mini Civility Spot Check Survey© (personal communication, Cynthia Clark, 2018)
Spirit of Well-Being
Priority Initiatives

- Spirit of Well-Being Moments
- Spirit of Well-Being Commitment and Guiding Document
- Spirit of Well-Being Tool Kit
- SWB Quick Wins: Wellness Boards
Spirit of Well-Being Commitment

Sustain a civil, thriving culture
Practice our shared values
Inspire curiosity and reflection
Relate ethically and morally
Initiate acts of welcome
Treasure and celebrate each other
For each commitment statement we articulated associated behavioural norms on how to enact the commitment in a tangible way.
Example of Action Statement

SUSTAIN A CIVIL, THRIVING CULTURE to uphold the dignity of each human being and the sacred nature of relationships.

Commitment and Action
I recognize that I am responsible for my actions and the impact they can have on those who interact with me. I will be honest and transparent with others about how their actions affect me and work to co-create healthy relationships with mindfulness and good intention. I will acknowledge my mistakes and take steps to make amends. I commit to working collaboratively towards solutions when others approach me to make amends.
Next Steps...
Questions?
Contacts

Spirit of Well-Being Committee contacts:

Elizabeth (Liz) White-MacDonald RN, MN
Assistant Professor
Department of Nursing Science – email: whitemacdonalde@macewan.ca

Vince Salyers RN, EdD, ANEF
Professor, Dean Faculty of Nursing
– email: salyersv@macewan.ca

Jessica Wyllie (Current Chair SWBC) RN, MSc
Academic Coordinator, Department of Interprofessional Education and Simulation Learning - Email: jessica.wyllie@macewan.ca
References


