It’s Time for Results! Preventing Bullying in our Workplace

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Incivility and bullying in nursing is a widespread issue. Among workers who have been on the receiving end of incivility:

- 48% intentionally their work effort.
- 78% said that their commitment to the organization declined.
- 63% lost work time avoiding the offender.
- 66% said that their performance declined.
- 84% of workers got even with bullies.
- 94% of targets, stated they got even with their organization.

Project Design
A quasi-experimental mixed methods design study was used.

**Experimental Group**

- EG 1
- Intervention
- EG 2

**Control Group**

- CG 1
- EG 1, CG 1 = Pre-intervention data collection point
- EG 2, CG 2 = Post-intervention data collection point

**Results**

A total of 49 nurses participated (28 CG, 21 EG).

**Workplace Civility Index**
A validated evidence-based questionnaire constructed to assess a nurses' personal civility and increase personal awareness related to personal actions and intentions.

- (Clark, 2017; Clark, Sattler, & Barbosa-Leiker, 2018)

**Scoring the Civility Index**

| Very civil | 90-100 |
| Civil | 80-89 |
| Moderately civil | 70-79 |
| Minimally civil | 60-69 |
| Uncivil | 50-59 |
| Very uncivil | <50 |

**Control Group**

- Test Total: 95.47
- Post- intervention data collection point

**Experimental Group**

- Test Total: 94.70
- Post- intervention data collection point

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