

**Learning Activity:**

<b>LEARNING OBJECTIVES</b>	<b>EXPANDED CONTENT OUTLINE</b>
<p>The learner will be able to describe 3 factors that support or inhibit speaking up for safety in healthcare and other industry settings after reading the poster.</p>	<p>Literature review will address barriers that exist for speaking up when safety may be effected in the healthcare setting but also other industry as well such as aviation. Barriers include but are not limited to: greater power distance, fear of punishment, feelings of futility, fear of damaging relationships, disruptive behavior, and constraints of time.</p>
<p>After reviewing the poster the learner will be able to identify variables 3 on an employee engagement survey that impact willingness to speak up when patient care staff observe something that may negatively affect patient care.</p>	<p>As part of a doctoral research study quantitative analysis will be run using SPSS software to examine frequencies, medians, and means to show which variables on an employee engagement survey are positively or negatively associated with willingness to speak up for patient safety. Quantitative statistics are proposed for predictor variables such as "There is a climate of trust within my work unit" and "Patient safety is a priority in this organization" and will be analyzed in conjunction with the outcome variable "I feel comfortable raising concerns when I see something that may negatively affect patient care"</p>
<p>At the end of the poster presentation the learner will be able to describe ways organizations can use employee engagement factors to develop initiatives that support nurses in speaking up when they observe something that may negatively affect patient care.</p>	<p>As part of a doctoral research study methods of supporting nurses to speak up when they observe something that may negatively affect patient care will be developed. These methods will be designed around variables on an employee engagement survey that were positively associated with willingness to speak up. By isolating employee engagement variables that are positively associated with a nurse's willingness to speak up, targeted means for organizations to address them will be presented.</p>