



A unit method of solving disruptive behavior

Disruptive behavior has and will continue to be an issue in nursing until it is made aware of and the staff is educated on the behavior. Disruptive behavior has plagued the nursing area for years to the point that nursing students are learning about a healthy work place environment. Nursing has had several articles on the subject but the issue continues to be prevalent within the work environment. The unit that I currently work on has tackled the issue with surveys and frank conversations on the matter. The issue persists because nurses continue to have fear of retaliation and no management support. To decrease and completely eradicate this issue it has to be addressed. This was handled with the use of a sacred word, a sacred person, and when all else failed, mediation took place. The unit's disruptive behavior has diminished and management has conducted less counseling on this behavior. I have developed a guideline for the unit to assure that there will continue to be a way of decreasing and eliminating disruptive behavior.

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