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Healthy Workplace Reflection

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Healthy Workplace Reflection

The factors around healthcare practice would impact the organizational culture either positively or negatively. Good leadership results in positive impacts, as the nurses are guided on health-promoting behaviors (Ross et al., 2017). For example, the facility would have a culture of celebrating birthdays. Instead of giving high-sugar and fat treats, the leaders would gift flowers or fruits. Moreover, in making decisions, good leaders involve the nurses, especially when the decisions affect them. For instance, scheduling duties nurses' matters, such as the need to relax and catch up on other life needs, should be incorporated. One factor that would adversely affect the organizational culture is the nature of work. Nurses work for long hours and encounter work overloads. As a result, the element makes them experience burnout and job dissatisfaction, resulting in absenteeism and harm to patients.

Self-care impacts the health of a workplace in several ways. One of the ways nurses make certain self-care is through physical activities. When this is done, instances of stress because of obesity and other related illnesses are eliminated, making them attend to patients well (Ross et al., 2017). The quality of care is also improved when self-care is ensured. Notably, maintaining healthy relationships with colleagues and patients helps nurses establish self-care because cooperation is guaranteed. The challenges that would make them less motivated are controlled, implying they execute their roles as required. Apart from that, self-care empowers the nurses to show compassion and empathy needed in dealing with patients. It is the case as care activities like stress management and sleep hygiene are ensured, making them physically and mentally right and prepared to offer services. Therefore, self-care directly influences the health of the workplace.

Workplace health impacts the culture of an organization influencing how people interact and behave. When the employees' wellbeing is confirmed, the culture adopted is reliable in meeting the set goals and objectives. The shifting patterns are one of the health

elements in healthcare. Normally, nurses work based on hours, whereby leaders need to establish they get enough time for personal responsibilities. With that, the practitioners feel motivated as their needs are valued (Ross et al., 2017). As a result, collaborative culture in place is established because it would cause conflicts to be eliminated. Another element of health in the workplace is decision making. When the nurses' welfare is considered in the process, positive outcomes result. They easily ensure self-care activities, making them committed to serving patients. Here, the culture established is positive, as the nurses ensure quality healthcare.

The article supports that a healthy workplace is guaranteed when nurses' self-care is met (Ross et al., 2017). Healthy eating is one way where nurses are guided on what to consume by the leaders. The piece says the fact that nurses know about healthy living; it does not mean they follow. Thus, they should be supported by making certain the working environment supports their wellbeing. When healthy eating is guaranteed chances of obesity that may affect working are eliminated. Other ways to ensure self-care among the nurses are physical activities, stress management, sleep hygiene, and healthy relationships. The working environment ought to make it easy for them to access these aspects in creating a healthy workplace.

To improve workplace health, nurses' leaders have to be role models. Social support needs to be prioritized and integrated into the organizational culture. They need to educate and show the nurses the need for self-care and how it relates to offering healthcare services (Ross et al., 2017). For example, they could introduce an exercise facility and schedule the shifts in a way that nurses get time to attend. Other than availing, they should also educate them other than assuming they already know. Notably, nurses can be trained on how healthy eating and physical activity helps prevent obesity and other lifestyle illnesses. Obesity causes back pain and skeletal conditions that make them out of the facility. For that reason,

conveying such messages and availing the needed resources is a reliable way to ensure improved workplace health. As a result, the care, teamwork, collaboration and attainment of objectives are confirmed.

Reference

Ross, A., Bevens, M., Brooks, A. T., Gibbons, S., & Wallen, G. R. (2017). Nurses and health-promoting behaviors: Knowledge may not translate into self-care. *AORN Journal*, 105(3), 267-275.

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