

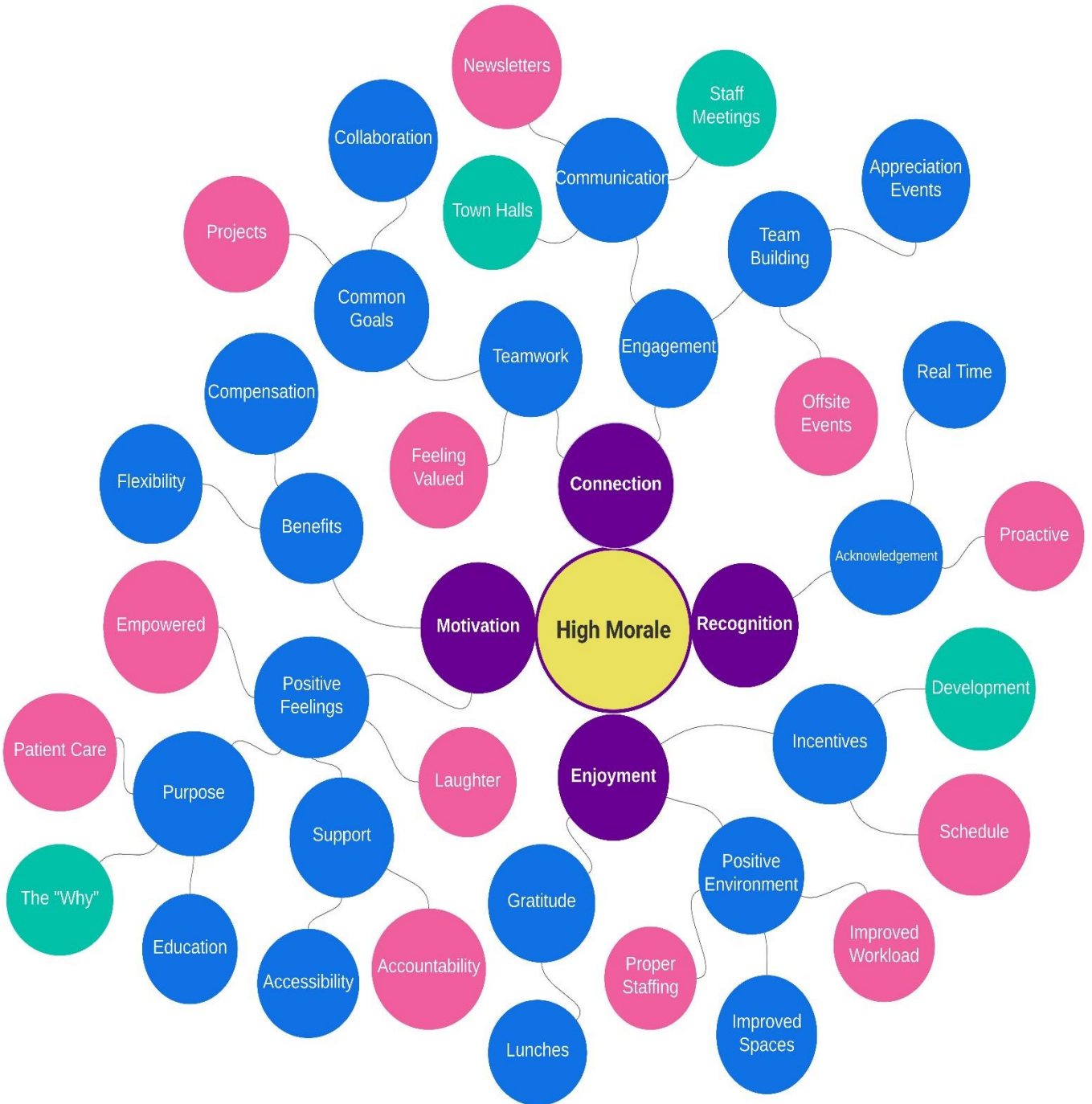
YOU Matter

YOU Matter are recommendations to foster positive morale in nursing students, nurses and administrators:

- Treat people like people and not objects; be genuine
- Encourage positive thinking (everyone has positive intentions as the baseline)
- Promote work-life balance (i.e. prioritizing mental health)
- Understand what is meaningful and align with organizational values
- Recognize individuals verbal or with personal notes in real time
- Encourage team connecting activities (i.e. potlucks, team building activities, celebrating the personal stuff, community activities, etc.)
- Create opportunities to connect more often to give updates/celebrate successes (i.e. monthly huddles, town halls, etc.)
- Communicate in a transparent way to keep everyone in the loop (i.e., sharing some of the “whys” things are changing or being done); it builds trust
- Establish a “culture team”
- Mentor programs for students, nurses, and leaders
- Utilize the “right” tools to assist with efficiency, decrease frustration, and etc.
- Create smaller teams for peer-peer connections and mentorship
- Establish recognition and rewards program to spotlight hard work, achievements and promote culture of accountability and excellence (i.e., WOW Wall)
- Promote team-building activities
- Encourage self-care activities
- Establish shared governance (allows the sharing of voice and perspectives in policy/procedure development)
- Newsletter (as a method of communication and connecting)
- Encourage feedback (suggestion box or using “Start, Stop, Continue”) in meetings, practices, etc.
- Intentional “check-ins” not just passing by chats (beyond the “open door” or waiting to be seeked out)
- Encouraging ongoing one-on-ones in order to identify those that need support before it impacts the team
- Coach vs mentor training for nurses and administrators (important to know the difference)
- Have **FUN** celebrating holidays, accomplishments, have scavenger hunts, just because “swag bags”, incentive “kick offs”, etc.; remembering it's important to laugh and connect with those around you.

Being creative is the key in determining a list of things that can be done to establish positive morale. A rewarding activity could be brainstorming a list of high morale activities with your team. Good luck and cheers to being positive at work.

Mind Map: High Morale



Mind Map depicting emerging themes from the participant interviews. Green: factors identified by faculty/leaders. Pink: factors identified by nurses/students. Blue: factors identified by both groups. Purple: overarching themes identified in the literature.

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