

Question: When considering nurses in healthcare, what approach can be contributed to empower nurses to feel respected and supported?

Summary: True empowerment entails a nurse controlling their practice and career. There are numerous themes that both enhance and hinder job satisfaction and engagement such as professional relationships, rewards, communication, professional development, and workload/staffing. Structural empowerment is an ever-evolving concept interpreted and applied in many ways as it focuses on the structures in a healthcare organization to allow competent nurses to manage empowering opportunities in a professional manner (Roji, G., & Jooste, K. 2020). Fostering a workplace setting that nurtures empathy and respect for nurses of all generations. Strategies to address these include asking about their needs, providing positive feedback, and mainly respect.

Findings from a study of more than 20,000 employees across various organizations showed that respect is the number 1 thing people want from their leader. Respect ranked higher than recognition, feedback, and leading with vision (Meyer S., 2020).

Conclusion: Nurses must feel confident that a creative approach to problem-solving is valued and supported. Nurse Leaders must role model creative approaches to problem-solving and promote a spirit of innovation among today's workforces. A stepwise regression model-exposed 4 factors predicted: hospital type, nurses' work shift, providing autonomy, and fostering participation in decision making (Mudallal, R. H., Othman, W. M., & Al Hassan, N. F. 2017). Ongoing mentoring regarding opportunities to support professional development includes offering participation in activities to advance evidence-based practice, preceptor training, etc. Empowerment can be achieved by enabling access to structural empowerment through opportunities, information, and resources- with the end goal being to ultimately respect and support different levels of nurses.

Work Cited:

Primary Article:

Meyer S. (2020). Strategies to Empower Nurses to Feel Respected and Supported. *Critical care nurse*, 40(3), 69–71. <https://doi.org/10.4037/ccn2020379>

Secondary Article:

Mudallal, R. H., Othman, W. M., & Al Hassan, N. F. (2017). Nurses' Burnout: The Influence of Leader Empowering Behaviors, Work Conditions, and Demographic Traits. *Inquiry : a journal of medical care organization, provision, and financing*, 54, 46958017724944.

<https://doi.org/10.1177/0046958017724944>

Tertiary Article:

Roji, G., & Jooste, K. (2020). Perceptions of nurses on access to structural empowerment in a hospital in the Western Cape. *Curationis*, 43(1), e1–e9.

<https://doi.org/10.4102/curationis.v43i1.2018>