The impact of workplace violence in psychiatric mental health nurses can be devastating. This can impact affect both the individual nurse as well as the psychiatric mental health system. I will discuss how both are impacted and methods for combating their impact and improving the nurse's mental health.

Workplace violence in psychiatric mental health settings has been shown to be more prevalent than other nursing settings. Psychiatric mental health nurses who experience this violence repeatedly can develop psychological symptoms such as anger, depression, and loss of empathy. Impacted nurses are found to provide a lower quality of care for patients due to the decrease in empathy and increase in psychological symptoms that increase difficulty in taking care of patients. These nurses are also more likely to burnout and quit causing a shortage in nurses in the psychiatric mental health system. The combination of decreasing quality of care and increase in shortages due to burnout creates a strained environment in the psychiatric mental health system.

Based on the Taylor cognitive adaption model the method for readjustment after a threatening event there are three themes about the event that a person needs for readjustment and improving their mental wellbeing and quality of life. These themes are finding the meaning for why the assault happened, gaining mastery over the even and its adverse effects, and achieving overall self-enhancement. According to psychiatric mental health nurses gaining mastery over workplace violence events involves reframing the experience and self-reflection. The evens are reframed by looking at what was behind the event and understanding if the patient had control over the event or not. The nurses also gain mastery of this event by understanding that it is not about them but about the patient. The nurse understands not to take the event personally and to take control by trying to understand what the patient is angry about and how to help. The nurses

gain self-reflection by recognizing that they don't have control over the patient's thoughts and actions, but they do have control over their own.

By understanding the impact of workplace violence on nursing staff and the psychiatric healthcare system we can identify the cause of those impacts and develop methods for helping nurses. The key to improving the impacts on the healthcare system are in helping the nurses themselves understand and recover from the traumatic events.

Works Cited

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