Question: How do leaders in the medical field who have disagreements with their nurses, avoid causing feelings of disrespect and resolve them to promote good patient care?

Summary: There is currently an increased strain on the nurse/leader relationship. Nurses work hand in hand with upper management and leaders when they are providing care for their patients. Whether its receiving an assignment on the floor, collaborating in making a care plan or simply administering medication, it is inevitable that the nurse will work hand in hand with their nurse managers/physicians. It is important for nurses to be able to work with charge nurses and other nursing leaders to provide adequate care to patients. Studies show that when nurses were working in a positive work environment with their leaders and coworkers, there were less patient complaints and less burnout. Leadership is an influential element in the quality of nursing services, this means that an appropriate relationship promotes efficacy of the nurse. The style of leadership also affects the nurses feelings. If nurse leaders want to increase patient satisfaction, they must aim to promote feelings of respect and empowerment among their nurses. This is necessary so that the nurse is able to work in a positive mindset and ultimately they will provide better care of their patients. A article stated that "many nurses feel they do not receive the respect they deserve in hospital settings'."(Jasper,2008) It also stated that nurse managers have the influence and resources to facilitate empowering working conditions for their nurses. There are many cases where nurses have disagreements with their managers or with physicians, they feel as if they are being ignored because of lack of authority, causing moral distress. (Haahr et al.,2019). Leaders can involve nurses in decision- making, this in turn will help nurses feel respected for the contribution they can make. What is the outcome if nurses do not feel comfortable or respected by their leadership? Increased turnover rate of nurses and lowered patient care.

Conclusion: In conclusion, after reading many articles about how nurses feel in their work environment, it is important to recognize the need to praise and respect nurses. The way nurses feel in their work environment directly affects patient care, whether it is positive or negative. Leaders and physicians need to make a conscious effort to include nurses in any decisions concerning patient care. It is important for nurse leaders to understand and value the perspective of these nurses to improve job satisfaction and engagement. (Waltz et al.2020). Good communication is necessary to keep a good relationship between nurses and nurse leaders. This will ultimately make the nurse comfortable in the work place and promote good patient care.

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