

This journal entry relates to the course material because as the healthcare field increases demand for nurses, the more recruitment the hospital will need. Leaders' initial conditions will directly impact the team culture (Weberg & Fuller, 2019). Leaders need the ability to connect with others and how the team views their value and worth in the organization (Weberg & Fuller, 2019). Stressors such as financial pressure, turnover, new work requirements, labor relations, and policy changes can be related to large attractors for a team (Weberg & Fuller, 2019). Leaders need to address toxic pockets as soon as they recognize them; otherwise, the toxic attractors will fester and grow (Weberg & Fuller, 2019). Concepts from class this week that the nursing student could quickly master were practicing staffing needs, demand for nurses, interviewing, and placement. This week, the nursing student's concepts that were difficult to understand were recruitment and retention, turnover, planning, conducting, and controlling the interview. Of everything the nursing student has done this week, she is most proud of making it through another week of nursing school. The nursing student has learned this week that no matter how challenging something may seem, there is always a solution to the problem.

Reference:

Weberg, D. R., & Fuller, R. M. (2019). Toxic leadership: Three lessons from complexity science to identify and stop toxic teams. *Nurse Leader*, 17(1), 22–26.
<https://doi.org/10.1016/j.mnl.2018.09.006>