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One of the subjects in our lecture this week was promoting patient safety across the lifespan. The selected article represents a synthesis of evidence from a review of studies exploring the relationship between positive organizational climate (POC) and patient outcomes (Stone et al., 2008). Although specific metrics varied, the six primary studies Stone et al. (2008) review supports a correlation between POC and better patient outcomes. Furthermore, ten selected studies universally found that worker satisfaction improves in POCs (Stone et al., 2008). Using evidence gathered from their literature review, Stone et al. (2008) offer recommendations for practice and research. One example suggestion is correlating climate assessment data with outcomes for staff, patients, and the organization (Stone et al., 2008). Concerning future research implications, Stone et al. (2008) recommend using designs that control confounding variables and allow comparison between groups. An example of a study the authors suggest is cost analysis (Stone et al., 2008). The suggestion makes sense because motivating organizations to change their culture and climate is more feasible if those changes are cost-effective.

Because I am not presently in a leadership role and do not significantly influence my organization's direction or policies, it is difficult for me to consider how I would directly apply this information to my practice. However, I can see indirect applications. As a nurse, I can approach leadership with the information in the article or share concerns that negatively impact job satisfaction, turnover, and therefore patient outcomes (Stone et al., 2008). Furthermore, the paper is a fine example of how research can benefit nurses and their patients. Finally, I liked that Stone et al. (2008) related issues like nurse turnover to financial costs. Having that information at hand can assist nurses in making a case for change to organizational leadership.

References

Stone, P. W., Hughes, R., & Dailey, M. (2008). Creating a safe and high-quality health care environment. In R. G. Hughes (Ed.), *Patient safety and quality: An evidence-based handbook for nurses*. Agency for Healthcare Research and Quality. https://www.ncbi.nlm.nih.gov/books/NBK2634/