

# Assessing Healthy Work Environment: A Rapid Assessment Tool

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# Objectives

- Describe the development of the Healthy Work Environment (HWE) instrument.
- Discuss how the HWE can be used in assessing work environments.

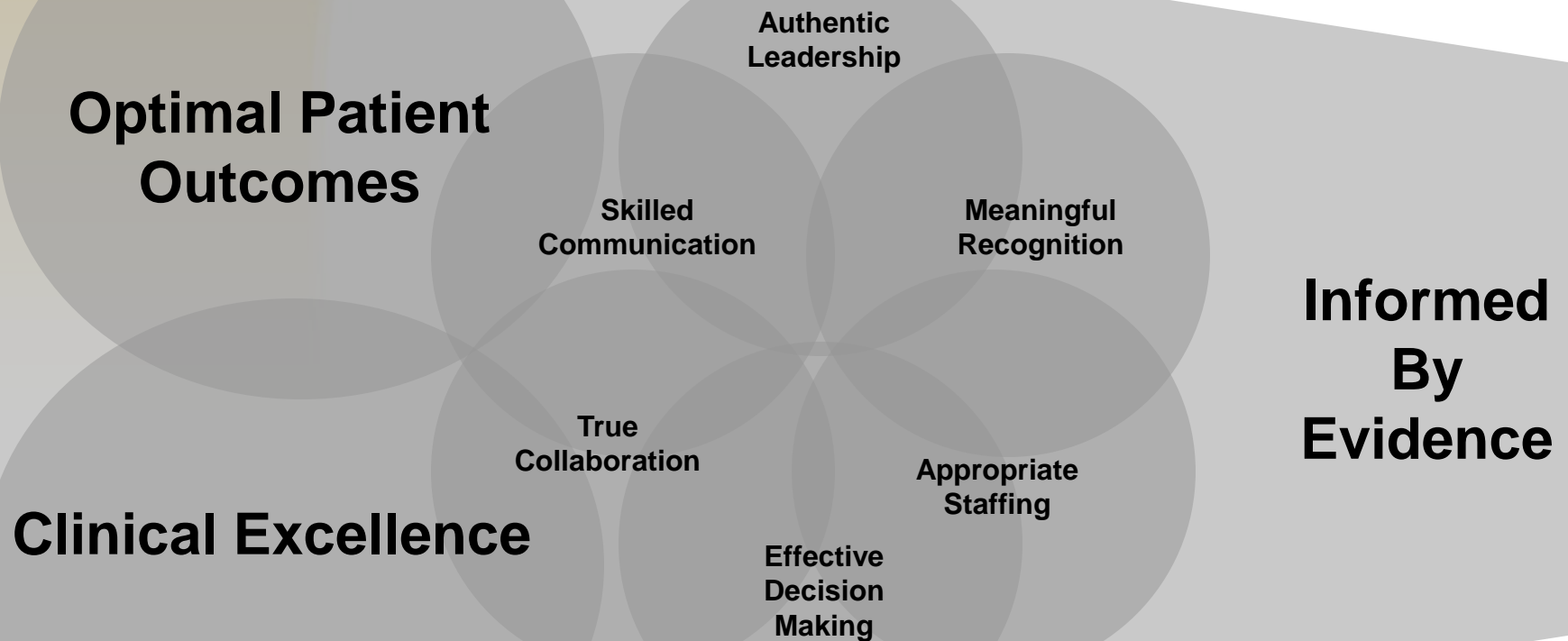


# Background

- Nurses to Nurses: Improving RN Retention and Patient Care
- This project is supported in part by funds from the Division of Nursing (DN), Bureau of Health Professions (BHPr), Health resources and Services Administration (HRSA), Department of Health and Human Services (DHHS) under HRSA grant # 1 D11HP07364-01-00, Nurses to Nurses: Improving RN Retention & Patient Care, for \$1,346,240.



# N2N Conceptual Model: American Association of Critical Care Nurses Healthy Work Environment Standards



Adapted from AACN, 2005



# Original Instrument

<i>Item</i>	<i>Subscale</i>	<i>Standard</i>
1	Self	I am as proficient in communication as I am in clinical skills.
2	Self	I am relentless in pursuing and fostering true collaboration.
3	Self	I am a valued and committed partner in making policy, directing and evaluating clinical care and leading organizational operations.
4	Self	I am assigned to the types of work or patients for which I am prepared.
5	Self	I am recognized and recognize others for the value each brings to the work of the organization.
6	Self	I fully embrace the imperative of a healthy work environment, authentically live it, and engage others in its achievement.
7	Co-worker	Nurses are as proficient in communication skills as they are in clinical skills.
8	Co-worker	Nurses are relentless in pursuing and fostering true collaboration.
9	Co-worker	Nurses are a valued and committed partner in making policy, directing and evaluating clinical care and leading organizational operations.
10	Co-worker	Staffing ensures the effective match between patient needs and nurse competencies.
11	Co-worker	Nurses are recognized and recognize others for the value each brings to the work of the organization.
12	Co-worker	Nurse leaders fully embrace the imperative of a healthy work environment, authentically live it, and engage others in its achievement.

Mays, Hrabe and Stevens (2011)



# Performance/Results

- Cronbach alpha, .75 for self-rating scale; .89 for co-worker rating scale
- Administrators rated their co-workers significantly higher ( $n = 32$ ,  $M = 2.69$ ,  $SD = 0.63$ ) than direct care nurses ( $n = 209$ ,  $M = 2.31$ ,  $SD = 0.83$ ,  $P = 0.03$ )
- Direct care nurses intending to stay rated co-workers significantly higher ( $n = 170$ ,  $M = 2.35$ ,  $SD = 0.81$ ) than those not intending to stay ( $n = 22$ ,  $M = 1.87$ ,  $SD = 0.81$ ,  $P = 0.01$ )

Mays, Hrabe and Stevens (2011)



# Version 2, HWEG, Self

Assign a “grade” to yourself for each of these items (choose only one grade per item):	<b>A (well above average)</b>	<b>B (above average)</b>	<b>C (average)</b>	<b>D (below average)</b>	<b>F (failing)</b>
1. My skills match the job that I do.					
2. I am skilled at the job that I do.					
3. I am as proficient in communication as I am in my job skills.					
4. I am persistent in fostering collaboration with others.					
5. I am a valued partner in the work of the organization.					
6. I recognize others for the value each brings to the work of the organization.					
7. I am committed in working with others to maintain a healthy work environment.					



# Version 2, HWEG, Co-Worker

Assign a “grade” to your co-workers for each of these items (choose only one grade per item):	A (well above average)	B (above average)	C (average)	D (below average)	F (failing)
1. My co-workers’ skills match the job that they do.					
2. My co-workers are skilled at the job that they do.					
3. My co-workers are as proficient in communication as they are in their job skills.					
4. My co-workers are persistent in fostering collaboration with others.					
5. My co-workers are valued partners in the work of the organization.					
6. My co-workers recognize others for the value each brings to the work of the organization.					
7. My co-workers are committed to working with me to maintain a healthy work environment.					





Looking ahead...

