

Own Your Interview

- *Be aware that you are interviewing as a registered nurse, not a student nurse*
- Inquire about civility in the workplace
 - *How does the organization support a civil environment?*
 - *Where are the appropriate work behaviors documented?*
 - *Do they have a Zero Tolerance policy for inappropriate behaviors?*
- Determine if perspective employers have a support system to deal with incivility/bullying issues, including mentors (not preceptors), managers, and peers
- Observe body language of interview panel (eye rolling, smirking, tension between members, uncomfortable atmosphere)
- Solicit information regarding their New Graduate/New Employee Orientation Program
 - Program elements and supports, such as regular peer-group meetings and mentoring opportunities
 - Timeframe (Greatest need for new graduate support related to bullying behaviors is 1-3 months post-graduation)

Build Healthy and Respectful Relationships – *Because Life is All About Relationships*

- Be inclusive and *kind*
- Find a mentor
- Bond with your peers/colleagues and form supportive and reliable relationships (this takes time – give it a 6-12 months)
- Ask for honest and frequent feedback *and be willing to receive it*
- Expand your support system within and away from work

Explore, Assemble, and Use Tools and Supports

- Become well acquainted with policies regarding appropriate work behaviors
- Actively participate in new graduate programs, residency programs, and new employee orientation
- Ensure role clarification by discussing new graduate nurse roles and responsibilities with your peers and manager
- ANA White Paper: <https://www.nursingworld.org/practice-policy/work-environment/violence-incivility-bullying/>
- ANA Code of Ethics: <https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/code-of-ethics-for-nurses/>

Strengthen Your Social Skills and Self Awareness

- Enhance current interpersonal skills
- Learn and practice conflict negotiation skills
- Develop self-awareness and self-reflection
- Become empowered: If you see something – speak up!

Develop Your Psychological Capital (PsyCap)

- Self-efficacy, hope, optimism, and resilience
- Accumulate positive work experiences
- Be an active member of a safe and stable unit and work environment
- Refuse to accept anything less than Zero Tolerance for inappropriate work behaviors

Academy of Evidence-Based Practice

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