

Professional Development

Learning Activity

Learning outcomes

- ▶ increase your understanding and awareness of workplace bullying
- ▶ reflect on how individuals experience bullying and how your organisation manages bullying
- ▶ describe ways that you can contribute to the prevention and management of bullying in your organisation.

Reading the article *Do nurses eat their own? Identifying and managing workplace bullying* and undertaking this learning activity is equivalent to 60 minutes of professional development. This learning activity is relevant to the Nursing Council of New Zealand competencies: 3.3, 4.1, 4.2.

A Reading

- 1 Watch the TEDx Talk (15 minutes) on Caroline Dean's experience of workplace bullying and her recommendations for how organisations can best address bullying in the workplace. www.youtube.com/watch?v=nG1oCU0ijP0

B Reflection

- 1 Reflect on bullying that you have experienced or witnessed in your workplace and how you responded to the situation. If you haven't experienced or witnessed bullying, reflect on Caroline's experience (see above) and think about how an experience such as this could play out in your workplace.
- 2 Reflect on your own behaviour in the workplace and how your behaviour could be interpreted by your colleagues.

C Reality

- 1 Find information about what strategies your organisation has in place for preventing and managing bullying. Do they have an anti-bullying policy, harassment contact people, training for staff?
- 2 Identify the ways in which you could contribute to preventing and managing bullying in your workplace.
- 3 Talk with a colleague or student about the issue of bullying and highlight the need to take action to counter this long-term workplace culture.

Verification by a colleague of your completion of this activity

Colleague name	Designation	Date
Nursing council ID	Work address	Contact #