

BUILDING A POSITIVE ENVIRONMENT: HEALTHY INDIVIDUALS CONTRIBUTE TO HEALTHY ORGANIZATIONS



A resource from Hannah Hughes, MBA, MSN, RN, CNE

A positive environment can keep staff members healthy and avoid burnout. Here are a few ways you can build a positive environment:

Cultivate self-compassion, compassion, and empathy because they increase positive emotions, create positive work relationships, increase cooperation and collaboration, increase happiness and well-being, and decrease stress.

Care for the caregivers who care for your patients, clients, and customers. Team members can optimally perform at work, even amidst challenging situations, when they know that they are cared for and appreciated. Doing so builds their resilience.

Encourage and reward employees who develop and present creative solutions to decreasing workplace stress and improving stress management.

Model self-care. Teach your team to care for *themselves*, by caring for *yourself*.

Create a “fun” work environment. Be authentic. Capture opportunities to bring fun, laughter, and team-building into the workday (or night). This keeps brains motivated and hearts connected.

Respect and recognize team members, as this boosts morale and increases workplace satisfaction.