Work environment... R​‌‍‍‍‍‌‌‌‌‌‍‍‌‌‍‍‍‍‍‍​equired Readings Broome, M., & Marshall, E. S. (2021). Transformational leadership in nursing: From expert clinician to influential leader (3rd ed.). New York, NY: Springer. • Chapter 5, “Collaborative Leadership Contexts: It Is All About Working Together (pp. 155–178) • Chapter 8, “Creating and Shaping the Organizational Environment and Culture to Support Practice Excellence” (pp. 237–272) • Chapter 7, “Building Cohesive and Effective Teams” (pp. 212–231) Select at least ONE of the following: Clark, C. M., Olender, L., Cardoni, C., Kenski, D. (2011). Fostering civility in nursing education and practice. The Journal of Nursing Administration, 41(7/8), 324–330. Clark, C. M. (2018). Combining cognitive rehearsal, simulation, and evidence-based scripting to address incivility. Nurse Educator. doi:[10.1097/NNE.0000000000000563](https://10.0.4.73/NNE.0000000000000563) Clark, C. M. (2015). Conversations to inspire and promote a more civil workplace. American Nurse Today, 10(11), 18–23. Retrieved from <https://www.americannursetoday.com/wp-content/uploads/2015/11/ant11-CE-Civility-1023.pdf> Griffin, M., & Clark, C. M. (2014). Revisiting cognitive rehearsal as an intervention against incivility and lateral violence in nursing: 10 years later. Journal of Continuing Education in Nursing, 45(12), 535–542. To Prepare: • Review the Resources and examine the Clark Healthy Workplace Inventory, found on page 20 of Clark (2015). • Review the Work Environment Assessment Template. • Reflect on the output of your Discussion post regarding your evaluation of workplace civility and the feedbac​‌‍‍‍‍‌‌‌‌‌‍‍‌‌‍‍‍‍‍‍​k received from colleagues. • Select and review one or more of the following articles found in the Resources: o Clark, Olender, Cardoni, and Kenski (2011) o Clark (2018) o Clark (2015) o Griffin and Clark (2014) The Assignment (3-6 pages total): Part 1: Work Environment Assessment (1-2 pages) • Review the Work Environment Assessment Template you completed for this Module’s Discussion. • Describe the results of the Work Environment Assessment you completed on your workplace. • Identify two things that surprised you about the results and one idea you believed prior to conducting the Assessment that was confirmed. • Explain what the results of the Assessment suggest about the health and civility of your workplace. Part 2: Reviewing the Literature (1-2 pages) • Briefly describe the theory or concept presented in the article(s) you selected. • Explain how the theory or concept presented in the article(s) relates to the results of your Work Environment Assessment. • Explain how your organization could apply the theory highlighted in your selected article(s) to improve organizational health and/or create stronger work teams. Be specific and provide examples. Part 3: Evidence-Based Strategies to Create High-Performance Interprofessional Teams (1–2 pages) • Recommend at least two strategies, supported in the literature, that can be implemented to address any shortcomings revealed in your Work Environment Assessment. • Recommend at least two strategies that can be implemented to bolster successful practices revealed in your Work Environment Assessment.​‌‍‍‍‍‌‌‌‌‌‍‍‌‌‍‍‍‍‍‍​See attachments for template, rubric, and inventory results