

## **IMPROVING NURSE SATISFACTION: CELEBRATING AUTONOMY IN THE WORKPLACE**

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The Valley Hospital uses the NDNQI RN Survey to measure our nurse satisfaction. NDNQI compares our results with those within their database and the Magnet facility mean. The manager of each department was asked to work with direct care nurses to track and analyze the lower scoring questions and develop an action plan for his/her department. Our department results showed that the nurses in Same Day Services were moderately satisfied with their autonomy in the work place.

The first step was to define autonomy. After a review of the literature and multiple definitions of autonomy, Dr. Maria Weston's clinical, work, and organizational autonomy classifications were adopted.

After the adoption of the autonomy classification our team set an action plan in motion. In order to encourage autonomy and reinforce the practical aspects of autonomy, the staff developed a "Because of You" bulletin board (picture enclosed) to recognize best practices in the department and connect the dots to which type of autonomy they exhibited.

The board is a great example of celebrating autonomous nurses working together to improve communication, patient safety, and their work environment.