Key Term Review

- A **threat assessment team** assesses threats of violence, determines how specific a threat is and whether the person threatening the worker has the means for carrying out the threat, determines the steps needed to prevent the threat from being carried out, and reviews violent incident reports periodically to identify ways that similar incidents can be prevented in the future.
- The **threat-of-violence assessment** includes a process for gathering information and making appropriate decisions.
- A **violence prevention policy** states procedures and responsibilities to be taken in the event of a violent incident, how the response team is to be assembled, who is responsible for the victims' immediate care, and how to carry out stress debriefing sessions.

Leadership Development Exercises

Leadership Development Exercise 22-1

a. Compare the violence statistics in your hospital or organization with the statistics discussed in this chapter. How does your institution compare?
b. If you're unable to obtain statistics, interview a nurse leader about violence in your institution or another one.
c. Share your findings with at least two colleagues.

Leadership Development Exercise 22-2

Describe any environmental changes your institution has made to reduce violence. If no changes have been made or some are lacking, develop a plan for the ideal violence prevention unit.

Leadership Development Exercise 22-3

Analyze administrative controls to reduce workplace violence in your institution. If many are missing, devise the controls needed to reduce violence. Share your findings with at least two colleagues.

Optional: Share your findings with a nurse leader in your institution.

Leadership Development Exercise 22-4

How does your institution respond to an immediate threat of workplace violence? What steps are missing? Which ones would you add to make your institution better prepared for workplace violence?

Leadership Development Exercise 22-5

Find out how your institution deals with the consequences of workplace violence. Based on this chapter, what other actions would you suggest?

■ **Leadership Development Exercise 22-6**

Discuss measures nurse leaders can use and teach staff to reduce workplace violence.

Advanced Leadership Development Exercises

■ **Leadership Development Exercise 22-7**

Teach a group of less advanced nurse leaders about workplace violence.

■ **Leadership Development Exercise 22-8**

a. Design a problem statement focused on workplace violence.
b. Consult with a more advanced nurse researcher.
c. Revise your problem statement as necessary.

■ **Leadership Development Exercise 22-9**

a. Prepare a research project focused on some aspect of workplace violence.
b. Consult with a more advanced nurse researcher.
c. Revise your design as necessary.

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