

## Strategies for Empowerment in Health care Organizations

### **Psychological Empowerment**

The intrinsic feeling of motivation that health care providers must experience for empowerment interventions to be considered successful.

Faulkner & Laschinger, 2008; Maynard, Gilson & Mathieu, 2012; Smith, Andrusyszyn & Laschinger, 2010

### **Shared Authority**

Managers share authority with staff by involving them in such activities as making up patient assignments, creating their own schedules, and having input in unit processes.

Cho, Laschinger & Wong, 2006

### **Strengths-Based Care & Leadership**

Strengths-based care and leadership is about “mobilizing, capitalizing, and developing a person’s strengths to improve outcomes”. It moves away from a focus on problems and weaknesses to focus on strengths. Principles include:

1. Works with the whole (vision) while appreciating the inter-relationships of the parts;
2. Recognizes the uniqueness of staff, nurse leaders and the organization;
3. Creates work environments that promote staff health and facilitates their development;
4. Understands the significance of subjective reality and created meaning;
5. Values self-determination;
6. Recognizes that person and environment are integral;
7. Creates environments that promote learning and recognizes the importance of readiness and timing;
8. Invests in collaborative partnerships.

Gottlieb, Gottlieb & Shamian, 2012

### **Orientation & Mentoring**

Comprehensive orientation and mentoring programs address the need of new staff for information and support.

Cho, Laschinger & Wong, 2006

### **Communication & Social Media**

Provide a range of tools and capitalize on social media to engage employees across generations.

Lester, Standifer, Scultz & Windsor, 2012; Hills, 2011; Neiger et al, 2012

### **Healthy Workplaces for Health Workers**

Evidence shows that healthy workplaces improve recruitment and retention, workers’ health and well-being; quality of care and patient safety, organizational performance, and societal outcomes.

Shamian & El-Jardali, 2007