

Fostering Upward Communication About Stressors in Nurses: Developing a Measure and Intervention for Stressor Voice

Project Overview

Nurses face an array of daily stressors, such as encountering patient aggression (e.g., Arnetz et al., 2018) and patient grief (Gerow et al., 2010), as well as a lack of work breaks (Witkosko & Dickson, 2010). Workplace stressors such as these significantly influence employee health and ultimately account for 5-8% of annual healthcare costs in the U.S. (Goh et al., 2015). Therefore, it is imperative to better understand how to enhance the workplace experience for nurses. The aims of this project are to 1) conceptualize stressor voice, 2) develop the first measure of stressor voice, 3) gather evidence for the validity of this measure in a cross-cultural sample of nurses, and 4) design, develop, and evaluate a stressor voice intervention to help foster upward communication about stressors in the healthcare organizations.

This project will be divided into three phases:

- **Phase 1:** A qualitative study to **conceptualize** stressor voice
- **Phase 2:** A series of quantitative studies to **develop and validate** the stressor voice measure
- **Phase 3:** The design, administration, and evaluation of an **intervention** for stressor voice

SGM Aims

- 1) Solicit feedback on the research idea and plan
- 2) Make connections with other researchers and/or practitioners interested in this work
- 3) Develop a strategy for a grant proposal

The Research Team



Archana Manapragada Tedone is an assistant professor of Industrial and Organizational (IO) Psychology in the Division of Applied Behavioral Sciences at The University of Baltimore. Her primary program of research falls under the umbrella of occupational health psychology, and focuses on employee well-being, workplace safety, and occupational stressors, particularly in the healthcare field. Dr. Tedone has published her work in the *Journal of Advanced Nursing*, *Journal of Vocational Behavior*, *Human Performance*, *Accident Analysis & Prevention*, and *Work & Stress*. Prior to joining The University of Baltimore, she worked as an organizational consultant, helping organizations to evaluate their workplace climate, make evidence-based decisions, and implement interventions to improve the employee experience.

Stephanie Andel is an Assistant Professor of Psychology at Indiana University-Purdue University Indianapolis. She earned her Ph.D. in Industrial and Organizational Psychology from the University of South Florida. Much of her research is focused on understanding how psychosocial work factors influence healthcare employees' safety, health, and well-being. Her work has been published in the *Journal of Applied Psychology*, *Journal of Occupational Health Psychology*, *Journal of Advanced Nursing*, and *Work & Stress*. Her research has also been featured in several national and international media outlets, including Business Insider, France 24, Channel News Asia, PBS NewsHour, and on the BBC.



Tristan Casey is a Senior Lecturer at Middlesex University in the United Kingdom (Department of Management, Leadership & Organisations) and an Adjunct Lecturer at Griffith University's Safety Science Innovation Lab. His work focusses on safety leadership, particularly situational and multi-level systems models of safety leadership, and the development of safety climate as a conceptual and applied construct (e.g., measurement). He has also worked in the mental health and wellbeing space, specifically on projects involving injury management and mental health stigma. Dr Casey is an Associate Editor of Safety Science and the Journal of Safety Research. He has extensive experience in commercial contract research, and a past work history of private consulting in health and safety, as well as previous roles at state Government levels.

