

Title

An interpretive phenomenological analysis of Registered Nurses experiences of psychological safety by Mel Newton



Introduction

This was part of a Doctorate study to explore the use of voice and silence by RNs.

It is recognised that psychological safety helps staff to speak up with promotive voice and fosters creativity, but patient safety concerns require staff to use prohibitive voice too (Edmondson 2009, Clark 2020).

The impact of effective leadership is significant, but what does this look like in reality? (Rosenberg 2015)



Methods

A systematic review explored literature across healthcare services globally (Boland *et al* 2017). Semi-structured interviews were carried out and interpretive phenomenological analysis was used to identify themes (Smith *et al* 2012).



Results

The clinical climate is significant, and the leader has a responsibility in helping to create this climate (West 2021).

Communication between work team members reflects the effectiveness of the team (Edmondson 2017).

Conclusions

Culture has significant impact on the effectiveness of healthcare contexts (West 2021).

Ethical and compassionate leadership is essential and must be role modelled (Western 2013).

Psychological safety can be difficult to establish and easy to lose, it needs treating as fragile