# Week 7 Assignment: Cultivating Healthful Environments

# Guidelines with Scoring Rubric

## Purpose

## Master’s-prepared advanced practice nurses participate in and demonstrate fair and unbiased interactions within all workplace settings. As a member of the nursing profession, and a leader, you are encouraged to implement strategies that promote and cultivate cultures of civility, regardless of practice setting. The purpose of this assessment is to analyze the issue of incivility and apply best practices to cultivate healthful environments.

## Total Points Possible

This assessment is worth 200 points.

## Due Date

Submit your file(s) by 11:59 p.m. MT Sunday at the end of Week 7.

## Requirements

**Criteria for Content**

Reflect on the issue of incivility. Think of an experience in which you were directly involved or witnessed incivility in the workplace. Analyze scholarly literature related to the issue of incivility and strategies for cultivating healthful environments.

1. In a **four- to six-page** written paper, address the following.
   1. Define and explain the issue of incivility. Use scholarly nursing literature.
   2. Discuss the importance of this issue to nursing. Address the impact of incivility on individuals, microsystem work environments, and the profession of nursing. In this section, use at least three (3) different scholarly nursing literature sources to support your work. Remember to include matching references for each.
   3. Provide a scenario (real or fictitious) of incivility in a practice setting. What was the impact on the individuals involved? How was the work environment affected?
   4. Describe three strategies for creating a healthful environment. Use scholarly nursing literature to support each strategy.
   5. Identify your selected specialty track (education, executive, family nurse practitioner, healthcare policy, or nursing informatics). Provide two examples of strategies you will implement in your master’s-prepared advanced practice role to cultivate a healthful work environment.
   6. Provide a conclusion. Include a summary on the issue of incivility, strategies to create healthful environments, specialty track, and how you will contribute to cultivating healthful environments in your future professional practice. Include a self-reflection.

## Preparing the paper

**Submission Requirements**

1. Application: Use Microsoft Word 2013™.
2. Length: The paper (excluding the title page and reference page) is at **minimum four (4) pages and at maximum six (6) pages.**
3. A minimum of **four (4)** scholarly nursing literature references must be used.
4. Submission: Submit your files: Last name\_First initial\_Assessment 5\_Cultivating Healthful Environments.

**Best Practices in Preparing the Project**

The following are best practices in preparing this project.

1. Review directions thoroughly.
2. Follow submission requirements.
3. Make sure all elements on the grading rubric are included.
4. Rules of grammar, spelling, word usage, and punctuation are followed and consistent with formal, scientific writing.
5. Title page, running head, body of paper, and reference page must follow APA guidelines as found in the current edition of the manual. This includes the use of headings for each section of the paper except for the introduction where no heading is used.
6. Ideas and information that come from scholarly nursing literature must be cited and referenced correctly.
7. A minimum of **four (4)** scholarly nursing literature references must be used.
8. Abide by CCN academic integrity policy.

## Grading Criteria

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** | **Points** | **%** | **Description** |
| **Introduction** | 10 | 5% | Introduction includes general statements on incivility and how this issue affects nursing work environments. Identify sections of the paper. Provide support from scholarly literature. |
| **Issue of Incivility** | 20 | 10% | Define and explain the issue of incivility. Provide citations from scholarly nursing literature that support the definition and explanation of incivility. A dictionary may be used for ONLY for this section in addition to scholarly nursing literature. |
| **Importance to Nursing** | 40 | 20% | Discuss the importance of incivility related to nursing. Address the impact of incivility on individuals, microsystem work environments, and the profession of nursing. Provide support from at least three (3) different scholarly nursing literature sources. |
| **Storytelling** | 20 | 10% | Provide a scenario (real or fictitious) of incivility in a practice setting. What was the impact on the individuals involved? How was the work environment affected? |
| **Creating a Healthful Environment** | 30 | 15% | Describe three strategies for creating a healthful environment. Use scholarly nursing literature to support each strategy. |
| **Practice Application** | 40 | 20% | Identify your selected specialty track (education, executive, family nurse practitioner, healthcare policy, or nursing informatics). Provide two examples of strategies you will implement in your master’s prepared-advanced practice role to cultivate a healthful work environment. Use scholarly nursing literature to support each example. |
| **Conclusion** | 20 | 10% | Provide a conclusion. Include a summary on incivility and the issues this creates; strategies to create healthful environments, specialty track, and how you will contribute to cultivating healthful environments in your future professional practice. Include a self-reflection. Self-reflection is written in first person. |
| **APA Format** | 10 | 5% | Title page, running head, body of paper, and reference page must follow APA guidelines as found in the current edition of the manual. This includes the use of headings for each section or topic of the paper (one deduction for each type of APA style error). Ideas and information that come from scholarly nursing sources must be cited and referenced correctly. A minimum of **four (4)** scholarly nursing references with matching in-text citations are used. |
| **Writing Mechanics** | 10 | 5% | Rules of grammar, spelling, word usage, and punctuation are followed and consistent with formal written work as found in the current edition of the APA manual. |
| Total | 200 | 100 | A quality assessment will meet or exceed all the above requirements. |

## Grading Rubric

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Assessment Criteria** | Exceptional  (100%)  Outstanding or highest level of performance | Exceeds  (88%)  Very good or high level of performance | Meets  (80%)  Competent or satisfactory level of performance | Needs Improvement  (38%)  Poor or failing level of performance | Developing  (0)  Unsatisfactory level of performance |
| **Content Possible Points = 180 Points** | | | | | |
| **Introduction** | **10 Points** | **9 Points** | **8 Points** | **6 Points** | **0 Points** |
| Presentation of information is **comprehensive and concise** and includes all of the following elements:   * General statements on incivility * General statements on how this issue affects nursing work environments * Identifies sections of the paper * Provides support from scholarly literature | Presentation of information is **superficial** and includes all of the following elements:   * General statements on incivility * General statements on how this issue affects nursing work environments * Identifies sections of the paper * Provides support from scholarly literature | Presentation of information is **minimally** demonstratedand includes all of the following elements:   * General statements on incivility * General statements on how this issue affects nursing work environments * Identifies sections of the paper * Provides support from scholarly literature | Presentation of information in **one** of the following elements fails to meet expectations or is missing the following:   * General statements on incivility * General statements on how this issue affects nursing work environments * Identifies sections of the paper * Provides support from scholarly literature | Presentation of information in **two or more** of the following elements fail to meet expectations or are missing the following:   * General statements on incivility * General statements on how this issue affects nursing work environments * Identifies sections of the paper * Provides support from scholarly literature |
| **Issue of Incivility**  (Note: A dictionary may be used ONLY for this section to define incivility, in addition to scholarly nursing literature.) | **20 Points** | **18 Points** | **16 Points** | **12 Points** | **0 Points** |
| Presentation of information is **comprehensive and concise** and includes **all** of the following elements:   * Defines incivility * Explains why incivility is an issue * Provides in-text citations from scholarly nursing literature that support the definition * Provides in-text citations from scholarly nursing literature that support the explanation | Presentation of information is **superficial** in places and includes **all** of the following elements:   * Defines incivility * Explains why incivility is an issue * Provides in-text citations from scholarly nursing literature that support the definition. * Provides in-text citations from scholarly nursing literature that support the explanation | Presentation of information is **minimally** demonstrated and includes **all** of the following elements:   * Defines incivility * Explains why incivility is an issue * Provides in-text citations from scholarly nursing literature that support the definition * Provides in-text citations from scholarly nursing literature that support the explanation | Presentation of information in **one** of the following elements fails to meet expectations or is missing the following:   * Defines incivility * Explains why incivility is an issue * Provides in-text citations from scholarly nursing literature that support the definition * Provides in-text citations from scholarly nursing literature that support the explanation | Presentation of information in **two or more** following elements fail to meet expectations or are missing the following:   * Defines incivility * Explains why incivility is an issue * Provides in-text citations from scholarly nursing literature that support the definition * Provides in-text citations from scholarly nursing literature that support the explanation |
| **Importance to Nursing** | **40 Points** | **36 points** | **32 Points** | **24 Points** | **0 Points** |
| Presentation of information is **comprehensive and concise** and includes **all** of the following elements:   * Discusses the importance of incivility related to nursing * Addresses the impact of incivility on individuals * Addresses the impact of incivility on microsystem work environments * Addresses the impact of incivility on the profession of nursing * Provides support from at least three (3) different scholarly nursing literature sources | Presentation of information is **superficial** in places and includes **all** of the following elements:   * Discusses the importance of incivility related to nursing * Addresses the impact of incivility on individuals * Addresses the impact of incivility on microsystem work environments * Addresses the impact of incivility on the profession of nursing * Provides support from at least three (3) different scholarly nursing literature sources | Presentation of information is **minimally** demonstrated and includes **all** of the following elements:   * Discusses the importance of incivility related to nursing * Addresses the impact of incivility on individuals * Addresses the impact of incivility on microsystem work environments * Addresses the impact of incivility on the profession of nursing * Provides support from at least three (3) different scholarly nursing literature sources | Presentation of information in **one** of the following elements fails to meet expectations or is missing the following:   * Discusses the importance of incivility related to nursing * Addresses the impact of incivility on individuals * Addresses the impact of incivility on microsystem work environments * Addresses the impact of incivility on the profession of nursing * Provides support from at least three (3) different scholarly nursing literature sources | Presentation of information in **two or more** of the following elements fail to meet expectations or are missing the following:   * Discusses the importance of incivility related to nursing * Addresses the impact of incivility on individuals * Addresses the impact of incivility on microsystem work environments * Addresses the impact of incivility on the profession of nursing * Provides support from at least three (3) different scholarly nursing literature sources |
| **Storytelling** | **20 Points** | **18 Points** | **16 Points** | **12 Points** | **0 Points** |
| Presentation of information is **comprehensive and concise** and includes **all** of the following elements:   * Provides a scenario (real or fictitious) of incivility in a practice setting * Discusses the impact on the individuals involved * Explains how the work environment was affected | Presentation of information is **superficial** in places and includes **all** of the following elements:   * Provides a scenario (real or fictitious) of incivility in a practice setting * Discusses the impact on the individuals involved * Explains how the work environment was affected | Presentation of information is **minimally** demonstrated and includes **all** of the following elements:   * Provides a scenario (real or fictitious) of incivility in a practice setting * Discusses the impact on the individuals involved. * Explains how the work environment was affected | Presentation of information in **one** of the following elements fails to meet expectations or is missing the following:   * Provides a scenario (real or fictitious) of incivility in a practice setting * Discusses the impact on the individuals involved * Explains how the work environment was affected | Presentation of information in **two or more** of the following elements fail to meet expectations or are missing the following:   * Provides a scenario (real or fictitious) of incivility in a practice setting * Discusses the impact on the individuals involved. * Explains how the work environment was affected |
| **Creating a Healthful Environment** | **30 Points** | **27 Points** | **24 Points** | **18 Points** | **0 Points** |
| Presentation of information is **comprehensive and concise** and includes **all** of the following elements:   * Describes three strategies for creating a healthful environment * Uses scholarly nursing literature to support each strategy | Presentation of information is good, but **superficial** in places and includes **all** of the following elements:   * Describes three strategies for creating a healthful environment * Uses scholarly nursing literature to support each strategy | Presentation of information is **minimally** demonstrated in **all** of the following elements:   * Describes three strategies for creating a healthful environment * Uses scholarly nursing literature to support each strategy | Presentation of information in **one** of the following elements fails to meet expectations or is missing the following:   * Describes three strategies for creating a healthful environment * Uses scholarly nursing literature to support each strategy | Presentation of information in the following elements fail to meet expectations or are missing the following:   * Describes three strategies for creating a healthful environment * Uses scholarly nursing literature to support each strategy |
| **Practice Application** | **40 Points** | **36 Points** | **32 Points** | **24 Points** | **0 Points** |
| Presentation of information is **comprehensive and concise** and includes **all** of the following elements:   * Identifies selected specialty track (education, executive, family nurse practitioner, healthcare policy, or nursing informatics) * Provides two examples on how strategies will be implemented to cultivate a healthful work environment in future master’s-prepared advanced practice role * Uses scholarly nursing literature to support each example | Presentation of information is good but **superficial** in places and includes **all** of the following elements:   * Identifies selected specialty track (education, executive, family nurse practitioner, healthcare policy, or nursing informatics) * Provides two examples on how strategies will be implemented to cultivate a healthful work environment in future master’s-prepared advanced practice role * Uses scholarly nursing literature to support each example | Presentation of information is **minimally** demonstrated in **all** of the following elements:   * Identifies selected specialty track (education, executive, family nurse practitioner, healthcare policy, or nursing informatics) * Provides two examples on how strategies will be implemented to cultivate a healthful work environment in future master’s-prepared advanced practice role * Uses scholarly nursing literature to support each example | Presentation of information in **one** of the following elements fails to meet expectations or is missing the following:   * Identifies selected specialty track (education, executive, family nurse practitioner, healthcare policy, or nursing informatics) * Provides two examples on how strategies will be implemented to cultivate a healthful work environment in future master’s-prepared advanced practice role * Uses scholarly nursing literature to support each example | Presentation of information in **two or more** of the following elements fail to meet expectations or are missing the following:   * Identifies selected specialty track (education, executive, family nurse practitioner, healthcare policy, or nursing informatics) * Provides two examples on how strategies will be implemented to cultivate a healthful work environment in future master’s-prepared advanced practice role * Uses scholarly nursing literature to support each example |
| **Conclusion**  (Note: Self-reflection is written in first person.) | **20 Points** | **18 Points** | **16 Points** | **12 Points** | **0 Points** |
| Presentation of information is **comprehensive and concise** and includes **all** of the following elements:   * Summarizes incivility and why it is a nursing issue * Summarizes strategies to create healthful environments * Identifies specialty track * Summarizes potential contributions to cultivating healthful environments in future professional practice * Includes self-reflection on new knowledge gained resulting from the completion of this assessment | Presentation of information is good but **superficial** in places and includes **all** of the following elements:   * Summarizes incivility and why it is a nursing issue * Summarizes strategies to create healthful environments * Identifies specialty track * Summarizes potential contributions to cultivating healthful environments in future professional practice * Includes self-reflection on new knowledge gained resulting from the completion of this assessment | Presentation of information is **minimally** demonstrated in **all** of the following elements:   * Summarizes incivility and why it is a nursing issue * Summarizes strategies to create healthful environments * Identifies specialty track * Summarizes potential contributions to cultivating healthful environments in future professional practice * Includes self-reflection on new knowledge gained resulting from the completion of this assessment | Presentation of information in **one** of the following elements fails to meet expectations or is missing the following:   * Summarizes incivility and why it is a nursing issue * Summarizes strategies to create healthful environments * Identifies specialty track * Summarizes potential contributions to cultivating healthful environments in future professional practice * Includes self-reflection on new knowledge gained resulting from the completion of this assessment | Presentation of information in **two or more** of the following elements fail to meet expectations or are missing the following:   * Summarizes incivility and why it is a nursing issue * Summarizes strategies to create healthful environments * Identifies specialty track * Summarizes potential contributions to cultivating healthful environments in future professional practice * Includes self-reflection on new knowledge gained resulting from the completion of this assessment |
| **Content Subtotal \_\_\_ /180 points** | | | | | |
| **Format Possible Points = 20 Points** | | | | | |
| **APA Format** | **10 Points** | **9 Points** | **8 Points** | **6 Points** | **0 Points** |
| APA guidelines, as per the current edition of the manual, are demonstrated for the   * title page; * running head; * body of paper (including citations and headings); and * reference page.   One deduction for each type of APA format error.  **0 to 1** APA error is present | APA guidelines, as per the current edition of the manual, are demonstrated for the   * title page; * running head; * body of paper (including citations and headings); and * reference page.   One deduction for each type of APA format error.  **2–3** APA errors are present | APA guidelines, as per the current edition of the manual, are demonstrated for the   * title page; * running head; * body of paper (including citations and headings); and * reference page.   One deduction for each type of APA format error.  **4–5** APA errors are present | APA guidelines, as per the current edition of the manual, are demonstrated for the   * title page; * running head; * body of paper (including citations and headings); and * reference page.   One deduction for each type of APA format error.  **6–7** APA errors are present | APA guidelines, as per the current edition of the manual, are demonstrated for the   * title page; * running head; * body of paper (including citations and headings); and * reference page.   One deduction for each type of APA format error.  **8 or greater** APA errors are present |
| **References and Page Length**  Note: Students are to use at least four (4) scholarly nursing literature references current within 5 years. The paper (excluding the title page and reference page) is at minimum four (4) pages and at maximum six (6) pages. |  |  |  |  | **4 Point deduction** |
|  |  |  |  | Does not use at least four (4) current scholarly nursing literature references **and/or** does not meet or exceeds required page length. |
| **Writing Mechanics** | **10 Points** | **9 Points** | **8 Points** | **6 Points** | **0 Points** |
| **1–2** errors or exceptions to the rules of grammar, spelling, word usage, punctuation, and other aspects of formal written work as found in the current edition of the APA manual | **3–4** errors or exceptions to the rules of grammar, spelling, word usage, punctuation, and other aspects of formal written work as found in the current edition of the APA manual | **5–6** errors or exceptions to the rules of grammar, spelling, word usage, punctuation, and other aspects of formal written work as found in the current edition of the APA manual | **7–8** errors or exceptions to the rules of grammar, spelling, word usage, punctuation, and other aspects of formal written work as found in the current edition of the APA manual | **9 or greater errors** or exceptions to the rules of grammar, spelling, word usage, punctuation, and other aspects of formal written work as found in the current edition of the APA manual |
| **Format Subtotal \_\_\_\_/20 points** | | | | | |
| **Total Points \_\_\_\_/200 points** | | | | | |
| Comments: | | | | | |