



**Stowarzyszenie
Staszicowskie**



JOHANNITER
Akademie Mitteldeutschland



Co-funded by
the European Union



SimPRENA

Simulation 15

Role-play card 2

Junior Nurse Role Card



Junior Nurse Role Card

You are a junior nurse who has been working in the unit for six months. You are passionate about your role and eager to learn, but you feel demotivated by the senior nurse's behaviour. You admire their experience and initially sought to learn from them, but their treatment has left you feeling undervalued and anxious. You sometimes dread coming to work because of the interactions.

Despite your nervousness, you've decided to address the issue with the support of the witnessing nurse who has encouraged you to speak up. You have planned what you are going to say. (The SBI model has been helpful during the preparation.)

Thank the senior nurse for agreeing to the meeting. You may begin saying: *'I want to share how your behaviour has impacted me'*. Give examples of the behaviours: public embarrassment, condescending remarks, undermining authority in front of patients, unfair workload, intimidating tone, dismissive responses, etc.

Continue the conversation using "I" statements, clearly expressing how the behaviour has affected you. Focus on the behaviour, not the person.

Be specific about incidents, describing the situation, the behaviour and its impact.

Stay calm but assertive, focusing on improving the working relationship rather than blaming.



A prompt for preparation for a constructive conversation with a bullying senior/ colleague

The SBI feedback model

Using the SBI model (Situation, Behaviour, Impact) in a confrontational scenario with a bullying senior nurse helps you clearly articulate your concerns in a professional, non-confrontational way.

Example:

Undermining Authority

Situation: On a busy shift, the senior nurse overrides your decisions about patient care without consulting you.

Behaviour: They dismiss your assessment and make changes without explaining why or discussing it with you.

Impact: This makes you feel disrespected and creates confusion among the team, affecting patient care.

SBI Statement:

"Yesterday during our shift (Situation), when you changed the care plan, I had discussed with the patient without informing me (Behaviour), it caused confusion and made me feel disregarded in my role (Impact). Can we discuss how we can work together to avoid this in the future?"