



**Stowarzyszenie
Staszicowskie**
Stowarzyszenie Staszicowskie jest zarejestrowane w Sądzie Rejonowym dla M. St. w Warszawie, KRS 0000000000, NIP 142-235-10-10, REGON 142235101



JOHANNITER
Akademie Mitteldeutschland



Co-funded by
the European Union

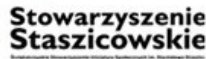


SimPRENA

Simulation 15

Role-play card 3

Witnessing Nurse Role Card



SimPRENA

Witnessing Nurses Role Card

You are the witnessing nurse who has observed bullying behaviour by the senior nurse toward the junior nurse. You have a good working relationship with both, but you are aware of the power imbalance and its effects on the junior nurse's confidence and the atmosphere in the unit. You respect the senior nurse's experience but believe that their behaviour has been inappropriate and harmful. You want to encourage them to reflect on their actions without making them feel attacked. You believe that no matter what the causes are, the responsibility for bullying lies with the perpetrator, not the target.

You've encouraged the junior nurse to speak up and offered to mediate if needed. Your goal is to support the junior nurse while ensuring the conversation remains professional and productive.

Examples of your observations:

Public criticism: You witnessed the senior nurse interrupting the junior nurse during a handover and saying, *"This makes no sense—do you even understand these charts?"*

Dismissive behaviour: You saw the senior nurse wave off the junior nurse's question, saying, *"You'll figure it out eventually."*

Unfair assignments: You noticed the junior nurse was consistently given heavier workloads than other team members.

Start by observing the conversation, allowing the junior nurse to take the lead.

Intervene if the senior nurse becomes overly defensive or dismissive.

Use supportive statements like, *"I've noticed similar behaviours, and I think it's important we address this as a team."*

Reinforce the junior nurse's points and redirect the conversation toward solutions if it becomes unproductive.

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



SimPRENA

If the senior nurse becomes defensive, reiterate that your goal is to foster a better team dynamic.