



Promote a Positive Workplace

Promote a Positive Workplace is Commitment 5 in our **Code of Conduct**.

How Do I Do That?

Sometimes, physical or verbal attacks come to mind when we think about negativity at work. However, failure to complete job-related tasks as assigned, or courteous participation as a team member, or venting frustrations in public places, also negatively impact our work environment.

It is understandable that working in a stressful environment, particularly under our unusual staffing challenges today, could tempt us to negative behaviors. It's important to talk it out, but in the appropriate manner, place, and time.

What Is Meant by the Appropriate Manner, Place, and Time?

Although we may find comfort in sharing our grievances with a coworker, the appropriate manner would be to discuss the issue with a supervisor, or another person of authority or influence, with a goal of resolving the issue; not just complaining about it.

The appropriate place and time to discuss such issues would be out of earshot of patients and patient family members. Discuss these issues in a supervisor's office, an employee break room, a staff meeting, or make an appointment with our Emotional Wellness Director, **Lou Lacey** (205-638-2482). Sometimes, a different perspective can shed light on strategies to overcome and resolve these issues in a quick and positive manner.

Most importantly, avoid discussing negative workplace issues in areas that could create concerns for a parent regarding the care of their child. Remember, just like private patient information, workplace issue discussions are best kept out of elevators, common areas, or food service venues where the public may overhear them.

Thank you for your support and commitment to Children's and our patients.