



Cognitive Rehearsal Training (CRT) as an Anti-Bullying Intervention for Nursing Students



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Bullying & Nursing

Bullying is recognized as a widespread issue in nursing.

Nursing students are especially vulnerable to bullying due to lack of knowledge, experience, status and power.

Students represent the future of the profession, and as such should be taught effective strategies to recognize and address bullying behaviours.

While interventions exist in theory, few have been tested with student nurses.

Design & Methods

This exploratory pilot study purpose is to determine how to most effectively use this applied anti-bullying intervention.

A year 4 student research assistant was hired as well as 2 theatre students for role-plays.

Year 3 BScN students recruited through email to attend a 3-hour workshop:

1. Introduction and recorded focus group discussion to engage students on the topic of bullying.
2. Brief interactive lecture on bullying.
3. Introduction to Cognitive Rehearsal Training (CRT) and tools.
4. Participants view and role play on appropriate responses using the 10 most frequent forms of bullying using the CRT tools.
5. Second recorded focus group discussion on the utility of the CRT tools and potential workshop improvements.

STOP! REFLECT & RESPOND

Cognitive Rehearsal is a strategy based in Cognitive Behavioural Therapy, in which it is proposed that if we can identify and manage our reaction to a situation, we can change the outcomes of that situation by using rehearsed responses.

During cognitive rehearsal, individuals learn and then purposefully implement strategies for responding to incidents of bullying.



(Fleming & Sutherland, 2011. Used with permission)

Timeline & Process

Original data collection to occur September, 2014. Cancelled due to participant and research team illness.

New date: November, 18 & 20, 2014

Study Questions

Focus Group Sample Questions

Discussion Session #1

- I. What does bullying look like to you? Is that the same for you as a nursing student as for a private individual?
- II. How would you rate your confidence in addressing bullying behavior? (Not at all, somewhat, very confident?)
- III. What have your personal experiences been related to bullying while in nursing school?

Discussion Session #2

- I. What advice would give to the facilitators to improve the workshop and implementation of a CRT program?
- II. What new knowledge or perceptions do you have as a result of this workshop?
- III. How would you rate your confidence in addressing bullying behavior now? (Not at all, somewhat, very confident?)

References

Fleming, N. & Sutherland, L. (2011). Stop! Reflect and respond: What to say. Lanyard card. Unpublished work.

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Thomas, C.M. (2010). Teaching nursing students and newly registered nurses strategies to deal with violent behaviors in the professional practice environment. *Journal of Continuing Education in Nursing*, 41(7), 299-308.

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