



FOR IMMEDIATE RELEASE

## **October is National Bully Prevention Month Healthy Workforce Institute Creating a Culture of Kindness Movement!**

Oldsmar, FL. September 28, 2022– Bullying, incivility, toxic, and disruptive behaviors pose a serious and increasing problem in healthcare. This, combined with the post-pandemic world, has driven many nurses to leave the profession resulting in a serious shortage of experienced nurses. Although many of the nurses leaving organizations cite burnout and fatigue as the reason, here at the Healthy Workforce Institute, we believe toxic behaviors are the root cause for their departure. This belief was recently supported by a study conducted by McKinsey Health Institute.

The McKinsey study showed what we knew for years, toxic workplace behaviors result in negative outcomes. Specifically, employees who experience high levels of toxic behavior are eight-times more likely to experience burnout and six-times more likely to report their intent to leave an organization.

October is National Bully Prevention Month, and the Healthy Workforce Institute is working overtime to increase awareness and offer evidence-based strategies to healthcare organizations across the country and around the world. "Disruptive, toxic behaviors, such as bullying and incivility are serious workplace problems every day, year-round, in this country. October is a prime opportunity for us to bring bullying to the forefront!" says Dr. Renee Thompson, CEO & Founder of the Healthy Workforce Institute.

Organizations can no longer ignore workplace violence, bullying and incivility because they are losing exceptional employees, which directly impacts patient outcomes and quality of care. The Healthy Workforce Institute has developed best practices to equip leaders with the knowledge, actionable strategies, and communication skills to hardwire and sustain a positive, healthy workforce. We are on a mission to replace cruelty and disruptive behaviors with kindness!

National Bullying Prevention Month is a campaign in the United States founded in 2006 by PACER's National Bullying Prevention Center. The campaign is held during the month of October and unites communities nationwide to educate and raise awareness of bullying prevention. For more information about PACER, visit them at <https://www.pacer.org/about/>.

To learn more about Dr. Renee Thompson and her research, visit [HealthyWorkforceInstitute.com](https://HealthyWorkforceInstitute.com).

### **About The Healthy Workforce Institute**

Founded in 2011 by speaker, consultant and author, Renee Thompson, DNP, RN, CSP, The Healthy Workforce Institute has helped thousands of professionals stop bullying and disruptive workplace behaviors in the healthcare industry. Through education and development, consulting, the Healthy Workforce Academy, free guides, workbooks, and more, the company's mission is to create a world where bullying and incivility are immediately rejected and kindness, respect, and professionalism become the new norm. To learn more, visit [www.healthyworkforceinstitute.com](https://www.healthyworkforceinstitute.com).

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