After watching the video, I associate myself with the fourth person who said “I would tell you exactly what I did”. He looks very excited. I remember my second performance evaluation where I was very excited and waiting for the performance evaluation day like the guy. I could relate myself with him on my second and third performance evaluation because the first time I was very nervous because of course it was my first time and I was not sure what will happen. First time my supervisor told me that I was poor with documentation and time management. I was not doing my pain reassessment and leaving the hospital late because I was not finishing my work on time. After this first performance evaluation I thought I need to develop myself as a better nurse. I decided to make changes after this. I started creating an action plan based on feedback I receive. I started coming few minutes before time and did rounds before I get report from the outgoing nurse. This way I know better about my patients. I ask them if they need any pain medications during rounds so that I can take their regular medication and pain medication at the same time. I found out this way I have enough time to do rest of my work, I don’t have to rush. I used to leave pain reassessment for later but didn’t realize I was forgetting to do so later. I then started doing pain reassessment on time so that I won’t forget to do. I found I was finishing on time. I also set regular check- in meetings with my supervisors to measure the progress. I was eagerly waiting for my next performance evaluation and was excited like that guy and I got good feedback this time. I always do self-evaluation before I meet my manager. I decided to make changes because this was very much essential for my professional growth and development. In order to be a better nurse, I should be good in time management and documentation.

I think increase in salary depend on our performance appraisal which is clearly seen in the video where the guy got an increment in his salary because of his good performance. I think in any field if you do good then there is chances that they will increase your salary. There should always be incentive for performance. Employee incentives that improve workplace performance. Prizes and rewards are a great way to reward to reward their employees for their performance. Employers may reward individuals or teams that meet certain goals, or use award to show employee appreciation. Nurse should always be given incentives for meeting nursing/hospital goals such as decrease in falls, pressure ulcers, and a decrease in infection rate because as the largest health care workforce, nurses apply their knowledge, skills, and experience to care for the various and changing needs of patients. A large part of the demands of patient care is centered on the work of nurses. When care falls short of standards, whether because of resource allocation (e.g., workforce shortages and lack of needed medical equipment) or lack of appropriate policies and standards, nurses shoulder much of the responsibility. Incentive programs also improve performance, engage participants and attract employees.