Applying Fish Philosophy to Create a Motivating Work Environment for Internship Nursing Students

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Abstract:

Background: The Philosophy is training that inspires workplaces and individuals to choose to create the kind of life they desire. It is a simple way of being that allows teams to come together and agree to enjoy work more. **Aim:** explore the effect of applying fish philosophy on motivating work environment attitude for internship nursing students in Assiut University Hospitals. **Study design**: A quasi- experimental design. **Setting:** conducted at the selected clinical area in Assiut University Hospitals **Subject:** Convenient sample of the internship nursing students (all internship students N=305). **Data collection:** it included, socio-demographic data sheet, fish philosophy scale & motivating work environment scale. **Results:** There was a high main score in attitude of the studied nursing students after applying fish philosophy than pre applying it; also, there were developed in concrete and intangible patterns after applying this philosophy. **Conclusion:** there was an improvement of the students' attitudes regarding fish philosophy phases and development of their attitudes toward motivating work environment after applying the fish philosophy **Recommendation:** Create an instructional plan with the help of those who create clinical training to introduce the fish philosophy to students in all Egyptian nursing schools.

Keywords: Fish Philosophy, Nursing interns, Motivation, Work Environment

Introduction:

One strategy that is thought to be able to accomplish numerous advantages for motivational development, training, and sharing is fish philosophy. It is refer as a motivating style. A way to build an effective sharing environment, and to create team spirit and collaboration among students members in the work setting. This philosophy is considered as an appropriate tool to be applied in different sectors within the organizations. the defining the philosophy and skills, exploring the applicability in the nursing, and how to apply it in all fields. It proposes a framework that can be followed when applying the philosophy **(Heiam, 2020)**. The fish phenomenon, modeled after the pike setting fish selling place, is a technique that is aimed at creating happy individuals in the workplace. John Christensen created this philosophy in 1998 to improve organizational culture **(Wikipedia, 2022)**.

Fish is one of the effective ways to build a motivational environment that enables workers to achieve and work with passion, the importance of applying the fish philosophy in the field of a lies in the fact that if it is possible to train every employee, **Collins, (2021)**. Every administration must apply one or all of the practices of these four philosophy with conviction, honesty, and confidence in its effectiveness. Its goals, whether with its colleagues or with the beneficiaries of services(**Metwally, 2021).** This will create a healthy, stimulating and cheerful environment at the same time, there is a general atmosphere of happiness and positive interaction within the work place, which is reflected in the quality of services. Introduction and making it more effective, in addition to increasing the professional capabilities of each employee and confirming his self-confidence, in addition to deepening the belonging of all employees to their work place **(Tuhami, 2021).**

This is despite the application of the fish philosophy with its various practices in some fields in various countries. The world, especially the United States of America and Europe, but this philosophy has not received the necessary attention from our environments Arabic and then its widespread application in any of these workplace, and hence this study comes to shed light on those Philosophy and represents a step towards increasing interest in it and the possibility of applying it in these services. The importance of this study stems from the novelty of the topic it addresses, which is the study of the possibility of applying the art of philosophy, It provides a conclusion and recommendations that enable understanding the aspects of fish philosophy and how to be applied in the nursing field **(Wikipedia, 2022).**

Karen, (2017) asserts once application of the four concepts of choosing the attitude, play, make someone's day, and be there, start, the environment changes to welcome positivity into the work place. chart house learning called these concepts The Fish! Philosophy. The main purpose for application of fish philosophy inspires and teaches business leaders to create company cultures that keep employees invested for years to come. The fish philosophy strengthens trust, teamwork and engagement the foundation team needs to excellent(**Joan, 2024).**

Topper, **(2019)** reported that, when create the first practice "Choose Attitude" should be think about the behavioral attitude when come to work and ask the self: How do the interact with coworkers? How do interact with the patrons? If react in a way negative, how does this affect the other person are dealing with? If I react negatively, does this help, does the library achieve its goals? think of a person who think has a positive behavioral attitude towards, then record what immediately comes to mind. Do the same goes for another person who think has a negative behavioral attitude, then do the following: Write at least two methods that can use to modify the behavioral position towards each of the two people to achieve a feeling of comfort and satisfaction.

Foster, (2020): represented that, the second practice in fish philosophy application "Be There! ! Be There" .Below are a number of phrases that may be repeated on tongue while dealing with colleagues at work or beneficiaries, choose some of them and limit the number of times you use them during the day, then discuss their meanings with the colleagues Numbers and their relationship to the content of phrases: can I help you? Here can find the information want. Don't worry, I'm here to help. More information on that topic. Please, are satisfied with the level of service(s)? Here are the collections recently received into the library. Please, would you share your interests and needs with us? Let me Can I get the information /book from another library, etc. Think about how feel when someone gives full attention in order to meet the needs. Think about how feel, When someone turns away from you in order to give attention to someone else...mention how each of these affects the positions on the day?

The third practice of fish philosophy application is "Play - Play" in which the more activities should be followed as creating ways to perform work through play and entertainment leads to increased creativity in the services provided, and also ensures. Consistency and effectiveness in what is accomplished by those who perform tasks. In this context, a number of ideas can be proposed that can implementation: It is recommended that these trainings and exercises be presented within a workshop for library staff participating in the experience of applying a philosophy Fish before starting the application process. Design the electronic lighting system in the unit staff's offices in such a way that the lights go off every 30 minutes. Minutes, and the lights do not come back on until the person gets up from his desk, performs muscle stretching movements, and moves around the desk. Conducting competitive competitions among the library's technical operations staff, in which the one who catalogs the largest number of entries wins materials or download the largest number of bibliographic records and review them while verifying the validity and accuracy of their data, The same can be done for loan, reference service and collection development staff. Participate in recreational activities, especially those offered

in children's halls, whether by wearing masks and costumes, or providing entertainment, games, and storytelling **(Chart House Learning, 2020).**

Finally the fourth practice in application is "Make Their Day": that include the following activities,   We should think about the beneficiaries more deeply and make an effort in the direction of what can make their day better this is achieved through: Being kind and smiling in the face of colleagues and beneficiaries. The smile in the face of ": This has been the case for more than one thousand and four hundred years, as the messenger of god, may god bless him and grant him peace, said: "Be cheerful." Sending words of thanks and praise to colleagues and beneficiaries. Here too we find the Holy Prophet urging us to do so "According to the Prophet's hadith: who does not thank people does not thank god." Mutual congratulations on holidays and various occasions. Suggest a reading topic that inspires happiness and optimism? Providing more helpful information to beneficiaries without the request. Providing positive, encouraging comments in various situations in an honest and non-artificial manner. Behaviors of colleagues/ beneficiaries (**Chart House Learning, 2020**).

Motivation in the workplace is defined as something that energizes students to bring commitment, enthusiasm, high energy level, and creativity to the organization daily. students motivation creates a willingness among themselves to produce results to the best of their abilities **Wikipedia, (2020)**.   Easy ways of creating a Motivating Work Environment Build relationships. Giving feedback and constructive criticism is much easier when trust is present. give a sense of ownership. micromanaging destroys creativity and motivation be flexible keep an eye on the workplace culture.Be open to suggestions.**(Zhenjing, 2022).**

Significance of the study:

By searching on the internet the researchers viewed many the studies about fish philosophy as the following titles. The firstly it done by **Heiam, (2020)** titled with   " The story of Fish!: "I want that energy in my company"." And next one titled fish philosophy. The Free Encyclopedia. done by In **Wikipedia, (2020)**. And noticed that limitation international studies about fish philosophy application to create motivating work environment and there were no national studies done in Egypt about fish philosophy among nursing. So, the researcher enthusiastic to conduct this research internship nursing students in Faculty of Nursing at Assiut University.

Aim of the study:

Explore the effect of applying fish philosophy on motivating work environment attitude for internship nursing students in Assiut University Hospitals.

Research hypothesis:

1. Immediately after applying fish philosophy, motivating work environment attitude scores will be increased among internship nursing student
2. Immediately after applying fish philosophy, fish Philosophy attitude scores will be increased among internship nursing student

Subject and Methods

Study design: A quasi- experimental design was used.

Setting: This study conducted at selected the clinical area in Assiut University Hospitals (General surgical units, General medical units, all pediatric sociality units, ICU, CCU, Obstetric& gynecological units, neurological units, Urological units, Emergency care units) .

Subject: Convenient sample of the internship students participate in the present study   (all nurse interns ,N=305) divided into five groups every one of (61 students) for each area and classified in to 6 subgroups include (10 students) worked in different units in the clinical area for each session.

Data collection: it included three tools were used structured interview for the study subject.

*Study tool (I): Socio-demographic data sheet for the studied subject included information about studied nursing students: name, age, gender, marital status, & place of residence.

*Study tool (II): Fish Philosophy scale:

It was developed by the researchers after reviewing the literatures (Christensen, 2020) & (Metwall, & Tuhami, 2021). to evaluate the students' fish philosophy attitude after applying this philosophy. and it consisted of 12 items classified into pre application (4 items), Pending application (5 items) & post application (3 items). **Scoring system:** The scale had (0-2) Likert scale type ranging from undeveloped (0), average (1) and developed (2) as three marks and the total grade of the correct was computed, if the scores percent of responses were $\geq$ 60% it indicated fish philosophy attitude and scores $\leq$ 60% indicated undeveloped skills.

*Study tool (III): Motivating Work Environment Scale:

It was developed by the researchers after reviewing the literatures(Christensen, 2020) & (Metwall, & Tuhami, 2021). to assess the students' motivating work environment attitudes after applying this philosophy and it consisted of 16 items classified into concrete development patterns (8 items) & intangible development patterns (8 items). **Scoring system:** The scale had (0-2) Likert scale type ranging from undeveloped (0), average (1) and developed (2) as three points and the total grades of the correct was computed, if the scores percent of responses were $\geq$ 60% it indicated motivating work environment attitudes and scores $\leq$ 60% indicated undeveloped skills.

Methods:

After inspecting the accessible writings concerning the subject of the examination, translation of the tools from English to Arabic was finished. An official permission obtained from dean of faculty of nursing and agent of faculty for education and students affairs and explaining to students the purpose of the study,

and asking them for their oral consent to participate.

Ethical Considerations:

Research proposal was approved from ethical committee in the faculty of nursing. (26/12/ 2023). There was no risk for study subjects during application of research. The study followed common ethical principles in clinical research. Oral consent was obtained from nurses that were willing to participate in study, after explaining the nature and purpose the study. Confidentiality and anonymity were assured. Study subjects had the right to refuse to participate and or withdraw from the study without any rational any time & Study subject privacy was considered during collection of data.

Study procedures: it includes the following

Preparatory phase: It included needs assessment of participants and data collection tools was constructed and tested after extensive literature reviews. **The face validity** of the study tool was reviewed by the expertise in the field of the nursing administration. Five nursing administration, academics (Jury) from Assuit University's Faculty of Nursing examined the study tool's face validity. **Content validity** checked and analyzed using confirmatory factor analysis test to assure (importance, clearness, and accountability of each item on the study tool) and its result was $\geq$ 1.8 for all items of the study tool (= 0.947).

A pilot study:

A pilot study was carryout to assess tool clarity and applicability. Moreover, to identify the effect of this phenomenon that could encounter during the actual data collection. Pilot study conducted on represented 10% of the total sample (No.=30). Data collected from the pilot study was analyze by using SPSS version 26. No changes were done after the pilot study, so the students included in the pilot study was include in the total study sample at 27 December 2023 to 10 January 2024. The researcher met with each student nurse

introduced herself and explained the aims of the study then ask them to fill the questionnaires of the study and respond to any question regarding to the questionnaire content. The Cranach alpha was equal (α=0.897).

Implementation Phase: This philosophy, which developed by **(Christensen, 2020)** was applied by the researcher for internship nursing students. It carried out (from mid of January to the mid of February, 2024) and the internship nursing students were participating in four sessions through four weeks (one session / week, each session 2 hours) for each group of the students. The studied nursing students (N=305) divided into five groups every one of (61 students) for each area and classified in to 6 subgroups include (10 students) worked in different units in the clinical area for each session.

The application of this philosophy in the first week (select the team work, roles assignments, advertise the performance indicators, starting in the students rehabilitation through view videos, books and journals about fish philosophy). The second week (Coaching sessions through , training workshops with clinical supervision when needed it,& clinical application on simple activities before start in the actual application). the third week (actual application in a complex activities). Finally in the fourth week (revision of the application results through assess students satisfaction, announcement of evaluation outcomes, & Documentation of it).

Evaluation Phase:
The researcher evaluated the worth outcomes of the fish philosophy application through pre and post application by using scale to evaluate the intern nurse development. Through Comparing the tangible and intangible impact as a result of applying the fish philosophy, on the extent to which procedures are facilitated and accelerated work in the practical section Patterns of concrete/ intangible improvement that It was observed as a result of applying the fish philosophy in the practical sections.

Evaluate the improvement of Concrete development patterns, as (Reduce waiting time and delays when provide the service, independency, Save the time and efforts, Accomplishing complete tasks, Facilitating access to available equipment and devices, staff& patients satisfaction, reduce material wastes & more organized and tidy work environment, which decreases various stress factors) and,.

Evaluate the improvement of intangible patterns, as (Empowering honors students to a greater extent, Enhance critical thinking abilities and problem-solving ability, Reducing students' feelings of frustration, Improved work satisfaction while deepening faith Professional ethics among students, Enhancing communication between students, Enhancing cooperation and team spirit among students, increase students satisfaction level & Increase belonging to the work environment and connection the real one). .

Finally, Guarantees were established for the continuity of the positive aspects achieved as a result of applying the fish philosophy, and documented to application in other activities of departments in the hospital

Statistical analysis:

Data entry and statistical analysis used SPSS 26.0 statistical software package. Data present use descriptive statistics in the form of frequency, percentages, mean and standard deviation. Pearson correlation analysis can use for assessment of the inter-relationships among quantitative variables, and Spearman rank correlation for ranked ones. Statistical significance consider at p-value <0.05.
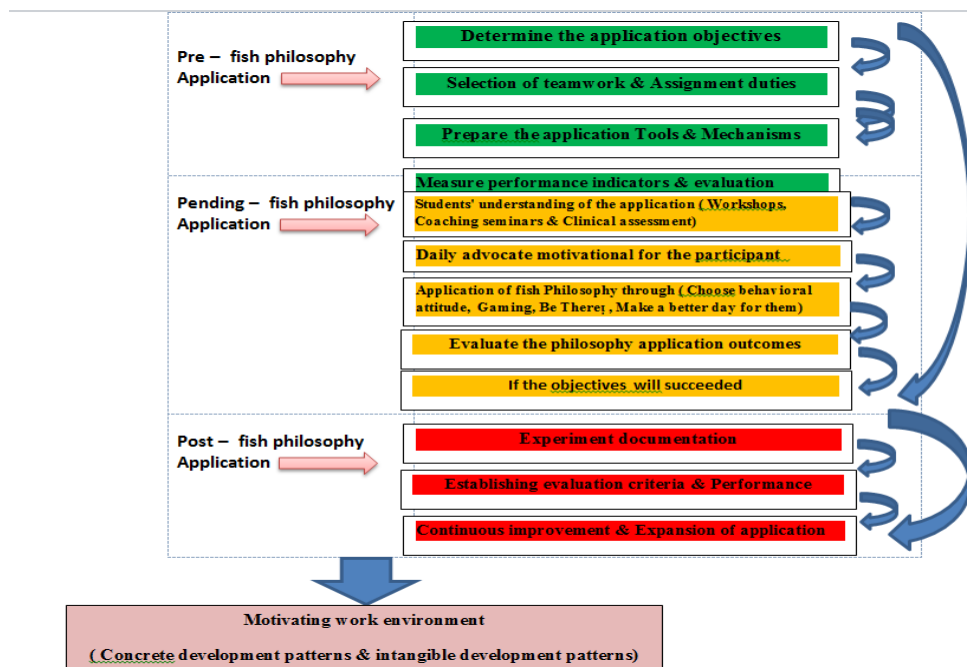
Fish philosophy Application (Christensen, 2020 cited by Jone, 1997)

Limitations of the study:

This study was limited by the amount of time provided for clinical training and discussion sessions, some resistance to the fish philosophy anticipated, especially for students who were very comfortable training through traditional format, and finally the over size of the sample.

Results:

Table (1): depicts that, the highest percentage of the nurse interns have age more than 20 years, Female and was single. And more than three quarter of the studied subject from a rural place (**53.4%, 53.4%, 93.4 % & 80.3%**) respectively.

Table (2) represents that, the highest mean scores of the nurse interns as regard to fish philosophy attitudes in pre phase after application and & post phase followed it (**20.27±2. 65 & 18.77±1.65**). additionally, the highly statistical significant difference between studied subject in pre and post applying of this philosophy a regard to all phases (**P<0.001****)

Table (3): reports that, the highest distribution of the studied subject attitudes level as regard to pre & post phases of fish philosophy have developed of attitude level after applying the fish philosophy (**96.7%, 93.8% & 92.1%**) respectively**.**

Figure (1): Shows that, the highest mean scores of the internship students attitudes as regard motivating work environment in post applying of fish philosophy have developed in concrete development patterns than Intangible development patterns (**18.82.2± & 17.3±1.8**) respectively.

Table (1): - Distribution of socio-demographic data of the nurse interns (N= 305).

Socio-demographic data	No.	%
Age (years)		
more than 20 years	**163**	**53.4**
- 20 years	142	46.6
Mean ±SD	**17. 92±0. 092**	
Gender		
Male	142	46.6
Female	**163**	**53.4**
Marital Status		
Single	**285**	**93.4**
Married	2	6.6
Divorced	0	00
Place of Residence		
Rural	**245**	**80.3**
Urban	60	20.7

Table (2): Scores of the students' fish philosophy attitude in pre-post applying in three phases (N=305).

Phases of fish philosophy application	Pre Mean ± SD	Post Mean ± SD	P. value
Pre application phase	0. 83±0. 91	**20. 27±2. 65**	**<0.001****
Pending application phase	2.43±1.76	15.47±1.01	**<0.001****
Post application phase	4. 67±1. 27	**18.77±1.65**	**<0.001****
Total Score	**11. 17±3. 71**	**77.13±6.08**	**<0.001****

Independent samples T Test,   **** Highly statistically significant difference ($p<0.01$).**

Table (3): Distribution of the studied students interns' level as regard fish philosophy attitude pre-post applying=305).

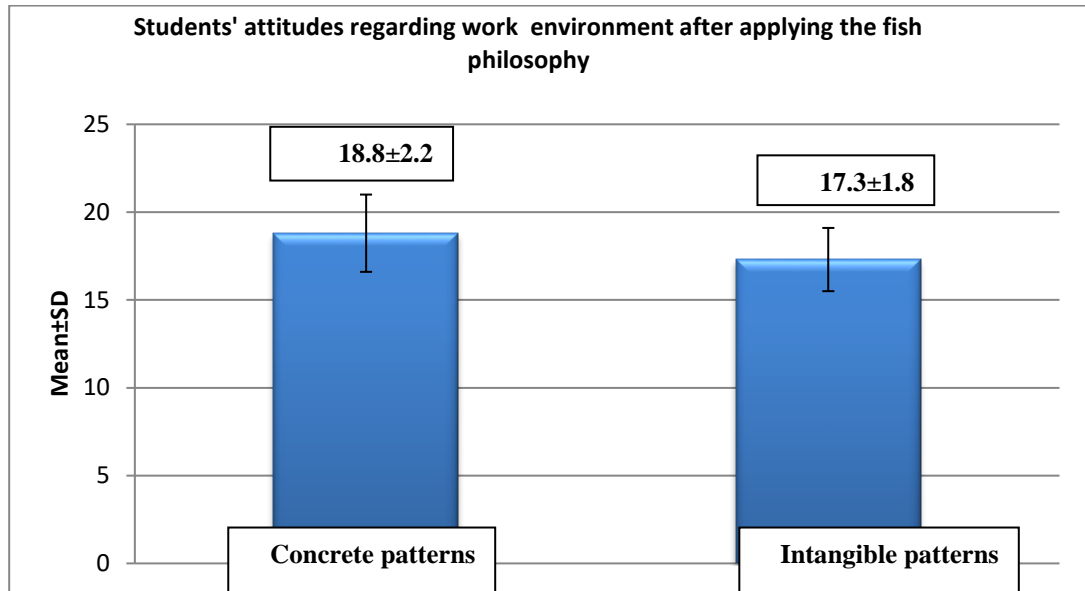| fish philosophy phases	Pre		Post	
	(%)	Attitude Level	(%)	Attitude Level
Pre application phase	3.8	Undeveloped	**92.1**	**developed**
Pending application phase	15.2	Undeveloped	**96.7**	**developed**
Post application phase	23.3	Undeveloped	**93.8**	**developed**
Total Score	13.3	Undeveloped	**91.8**	**developed**

Fig. (1): Students ' attitudes as regard motivating work environment post applying the fish philosophy

Discussion:

Fish! Philosophy was established of all positive issues to provide the achievement and sure the continuing of motivating work environment to the manpower working at any agencies. This study aims to explore the effect of applying fish philosophy on motivating work environment attitude for internship nursing students in Assiut University Hospitals.

The current study finding revealed that, the highest percentages of the studied nursing students developed as regard to identify the simple activities and then applied the complex it in post application phase there were highly statistical significant difference between studied nursing students developed in pre and post applying of this philosophy a regard to all phases **(P<0.001**).** The researcher point of view, Fish! Philosophy is considered as one of the ways that can be used to achieve many benefits for training, for sharing, or for building up motivation

This finding was consistent with the study of **John, (1997)** who is the god father of fish philosophy application**,** when he created Fish! Philosophy was visited pike place fish market in Seattle and was amazed by the way fish sellers were having fun during their work.

To his surprise, they were laughing, shouting and tossing trout and salmon through the air, just behind their customer's heads! They were also giving their customers a lot of attention, making sure that their visit would be enjoyable.

In the same line **(Metwally, 2021) Who reported that,** the fish philosophy is considered as an appropriate tool to be applied in different sectors within the organizations and. his study pursuits defining the Fish! Philosophy and its practices, exploring its applicability in the different field, and how to apply it in the Arab world fields. Whose study also proposes a framework that can be followed when applying the philosophy to achieve attractive environment to help the worker to amazing during done the hard time on the day. Moreover the study created by **Tuhami,(2021)** who showed that, the best important in applicant the fish philosophy that create attractive environment and friendly workplace among the workers.

In the present finding the highest percentage distribution of the studied subject attitudes level as regard to pre & post phases of fish philosophy have developed of attitude level after applying the fish philosophy. The researcher in this study shows the best purpose in application of fish philosophy This

application aims to help build a stimulating environment that will develop performance and encourage students get more involved in daily work, complete work efficiently, and achieve goals effectively, and can contribute to the success of the standards-based strategy global and best practices.

This study finding agreement with **Carson, (2019)** the author of "Fish! Philosophy: excessive of the Powerful" described it: Fish!, by sleight of hand, conceals the elephant in the living room: we're not all equally powerless in the face of circumstances. Some people make circumstances, and some people adjust to circumstances. In the same line the study created by **Christensen, (2020)** where he reported that**,** the personal satisfaction after application of fish philosophy Increase belonging to the work environment in the practical and liaison departments the real one

The current study in consistent with some studies to, **Polaczyk (2017)** have one reason why Fish! Philosophy is criticized is because, as its opponents like to emphasize, it's opiate of the powerless. They say that while powerful people control events, the rest of us can only control our attitudes. Other words, they accuse Fish! of being a risky idea. Imagine this situation: the poorly paid, your boss harasses you and you have to work 50 hours a week. But the company is paying for several pieces of training where you're taught the Fish! Philosophy: that the happiness is the state of mind. taught that, as you obviously cannot do anything about your job, you should accept it and seek joy in it instead of changing it. But should we demonize a philosophy that can help us to be happier at work? Is it really that dangerous? If someone has a really bad job and has an opportunity to change it, will any philosophy be able to keep them in their position.

The current study reported that, the highest mean scores of the internship students attitudes as regard motivating work environment in post applying of fish philosophy have developed in concrete development patterns than Intangible development patterns. It results consistent with **Altarum Institute.**

(2011) reported that, to evaluate the performance of employees who participated in the application process with the aim of measuring Rubric and applying the Rubric method The improvement in the level of performance and the extent of progress in completing tasks as a result of applying the fish philosophy. And comparing the tangible and intangible impact as a result of applying the fish philosophy, on the extent to which concrete procedures are facilitated and accelerated. And **Christensen, (2020)** who, shows that. also encourages us to choose the positive attitude that's so important in customer service. Working as a representative is hard work on which have no influence on what is going to happen. One day you can come across rude customers, sometimes will have very difficult cases have to deal with. The bottom line is to consciously choose the attitude that will make happier. Try to find joy in your work, befriend your colleagues, laugh and try to have some fun - this is what Fish! is about. But you can also take your "fish training" to a higher level: this philosophy inspires to look for joy in daily events and can make you a happier person in the end. The good thing about this philosophy is that it's not only about engaging people and creating positive change in their workplaces, it is also about our daily lives every time we have to deal with something we dislike. Then, will be the one of those who say "I never did a day's work in my life& It was all fun". **Zhenjing, (2022)** his results indicated that a positive work environment had the power to improve employee performance. Similarly, a positive work environment also improved the employee commitment level and achievement-striving ability significantly. Both employee commitment and achievement-striving ability also improved employee performance. While in the case of mediation, it had also been observed that workplace environment triggered employee commitment and employee achievement-striving ability which further improved employee performance.

Conclusion:

Based on the results of the present study, there was an improvement of the students' attitudes regarding fish philosophy phases and

development of their attitudes toward motivating work environment after applying the fish philosophy

Recommendation:

The researchers recommended as regards the results of this philosophy as the following:

1- Create an instructional plan with the help of those who create clinical training to introduce the fish philosophy to students in all Egyptian nursing schools. Intensive work on the part of institutions, professional associations, and academic departments concerned with different specializations.
2- Information on studying the philosophy of fish as one of the training methods that has proven successful and building cadres of Graduates and specialists who possess the skills, abilities and knowledge that enable them to apply this philosophy and who Then maximize the benefit from it at the level of the Arab world.
3- Further research studies are needed to evaluate nurse's attitudes of motivating work environment, & assess administrative interventions regarding fish philosophy attitudes to manage in the organization.

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