

Claiming A Place

*Transitioning from
Graduate Nurse To
Professional Nurse*

Presented by
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Nurses

Hearts
that inspire

Hands
that heal



Why is a successful transition so important?



Bureau of Labor Statistics

18% of nurses resign from their jobs within the first 1-2 years

6% increase in nursing workforce over the next decade

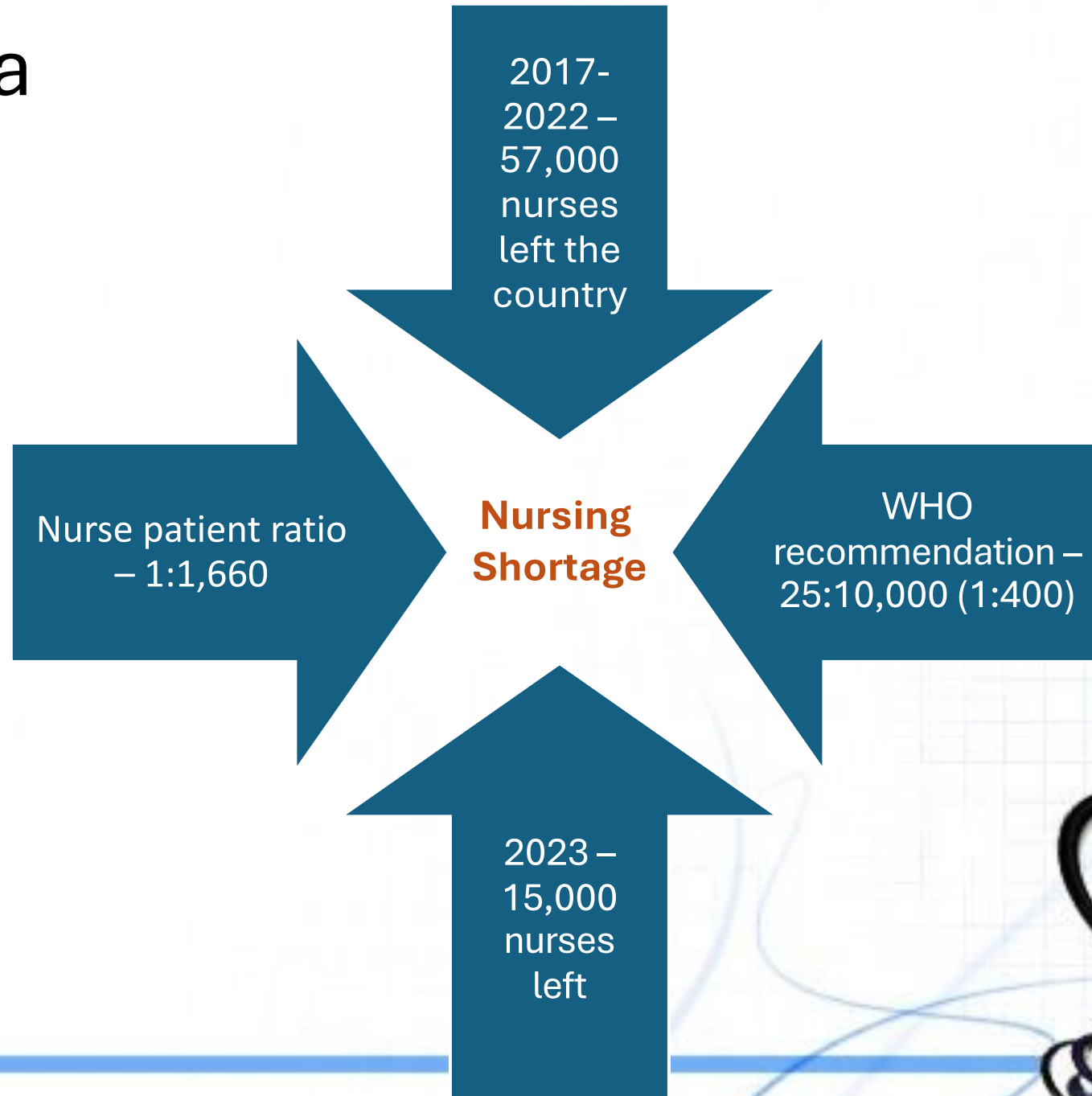
By 2030, baby boomers will reach 65 years of age (73 million people)

1 million nurses will be retiring within same age group

In 2019, 80,407 eligible applicants were turned away from nursing programs due to lack of sufficient faculty.

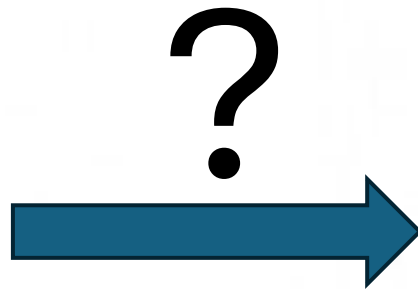


In Nigeria



Bridging the Gap

**Student
Nurse**



**Professional
Nurse**



Claiming Your Place

N – Never give up

U – Use resources

R – Remember why you choose nursing

S – Self-care

E – Excellence



N - U - R - S - E

*Never
give up*



N - U - R - S - E

NEVER GIVE UP

- Stress/anxiety
- Nursing School
- Benner's Novice to Expert Theory
- Reality/Transition Shock



**WHO SAYS
NURSING IS STRESSFUL?**



VIA NURSESLABS.COM

I'M 39 AND I FEEL GREAT!!

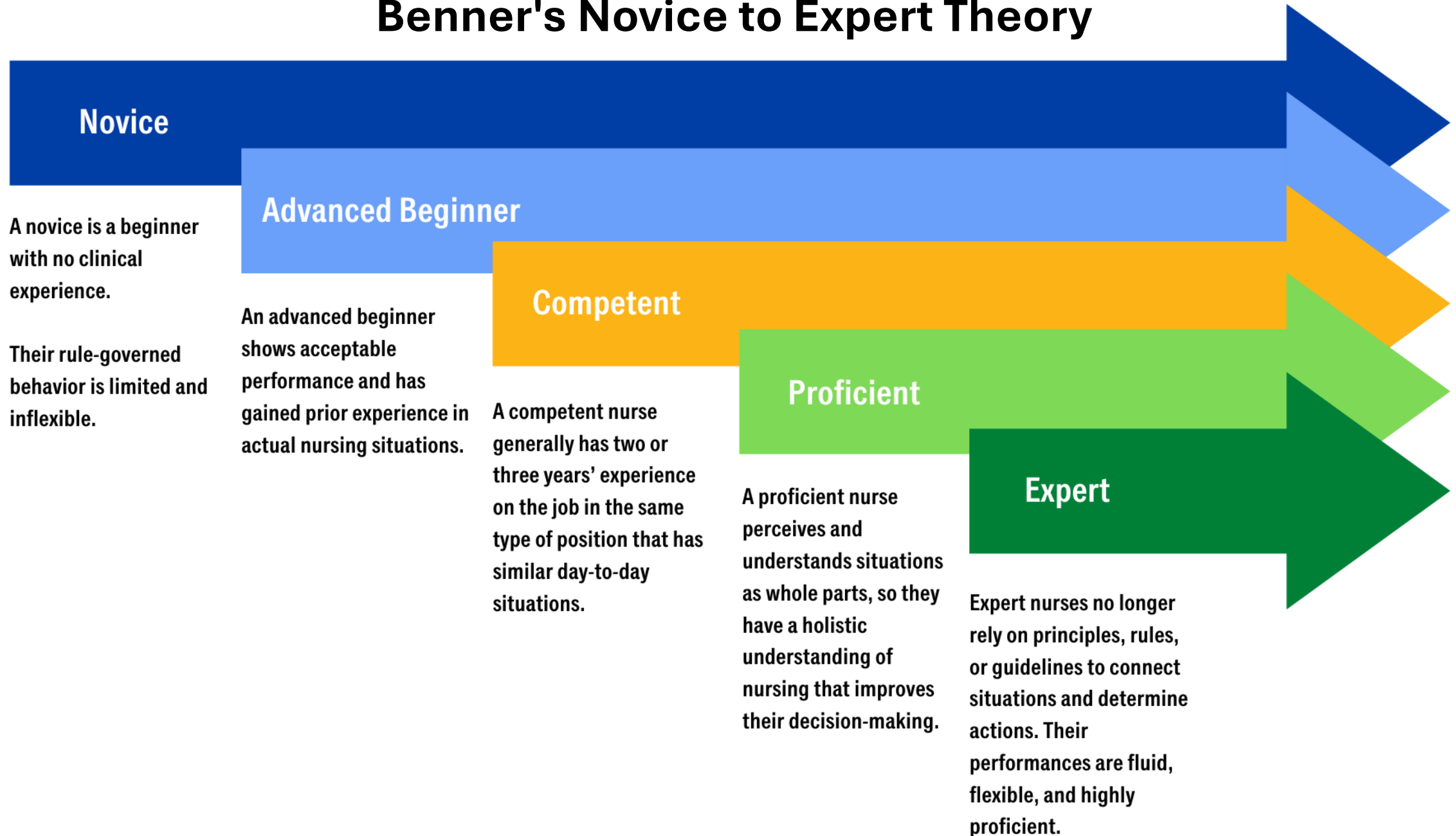
N – U – R – S – E

Nursing School

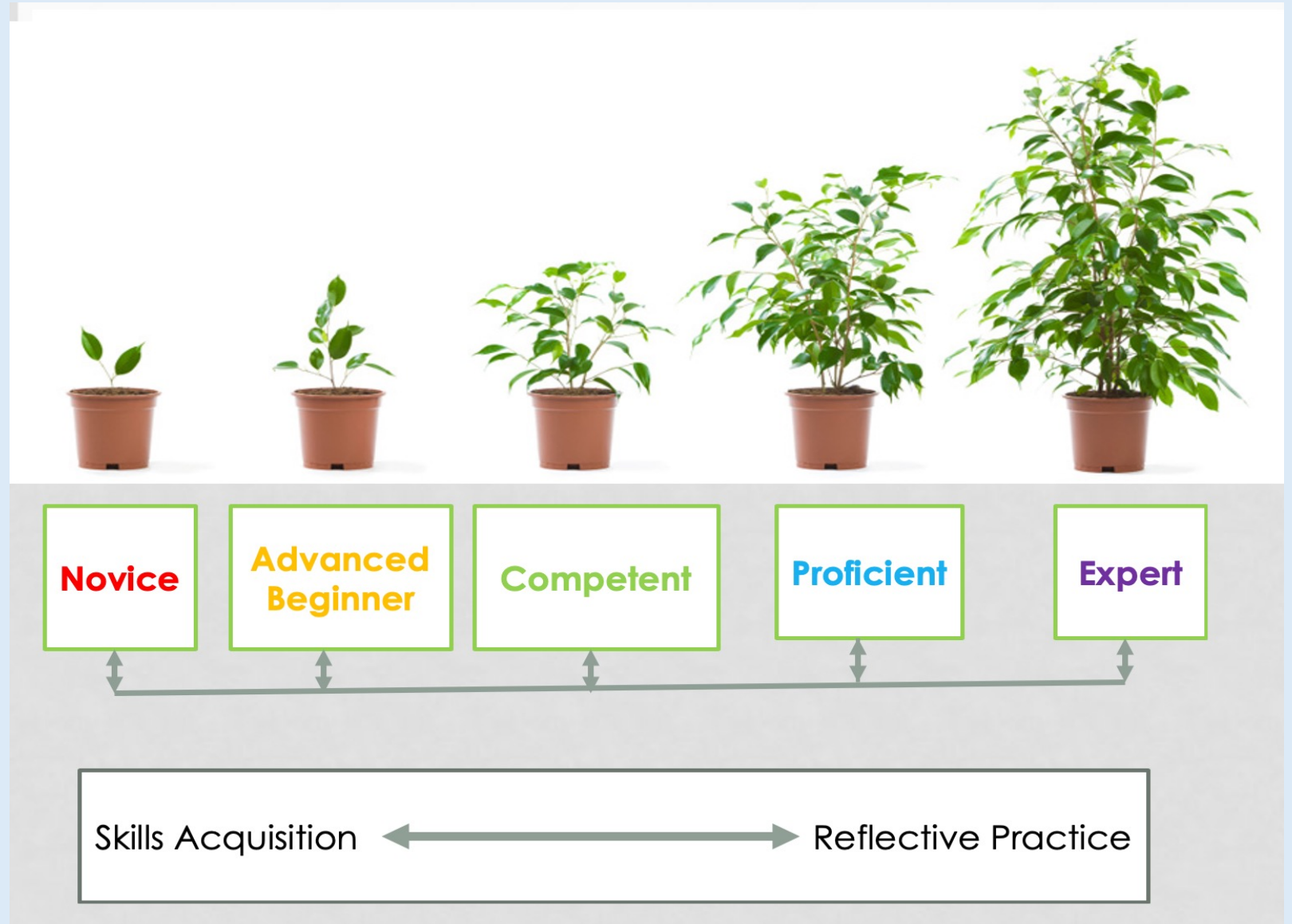
- **Foundational nursing concepts:**
 - **basic clinical skills**
 - **disease processes**
 - **how to care for others**
 - **assessment skills**
 - **completed competencies**
 - **medication calculations**
- **Focus on taking exams:**
 - **passing grades**
 - **sit boards**

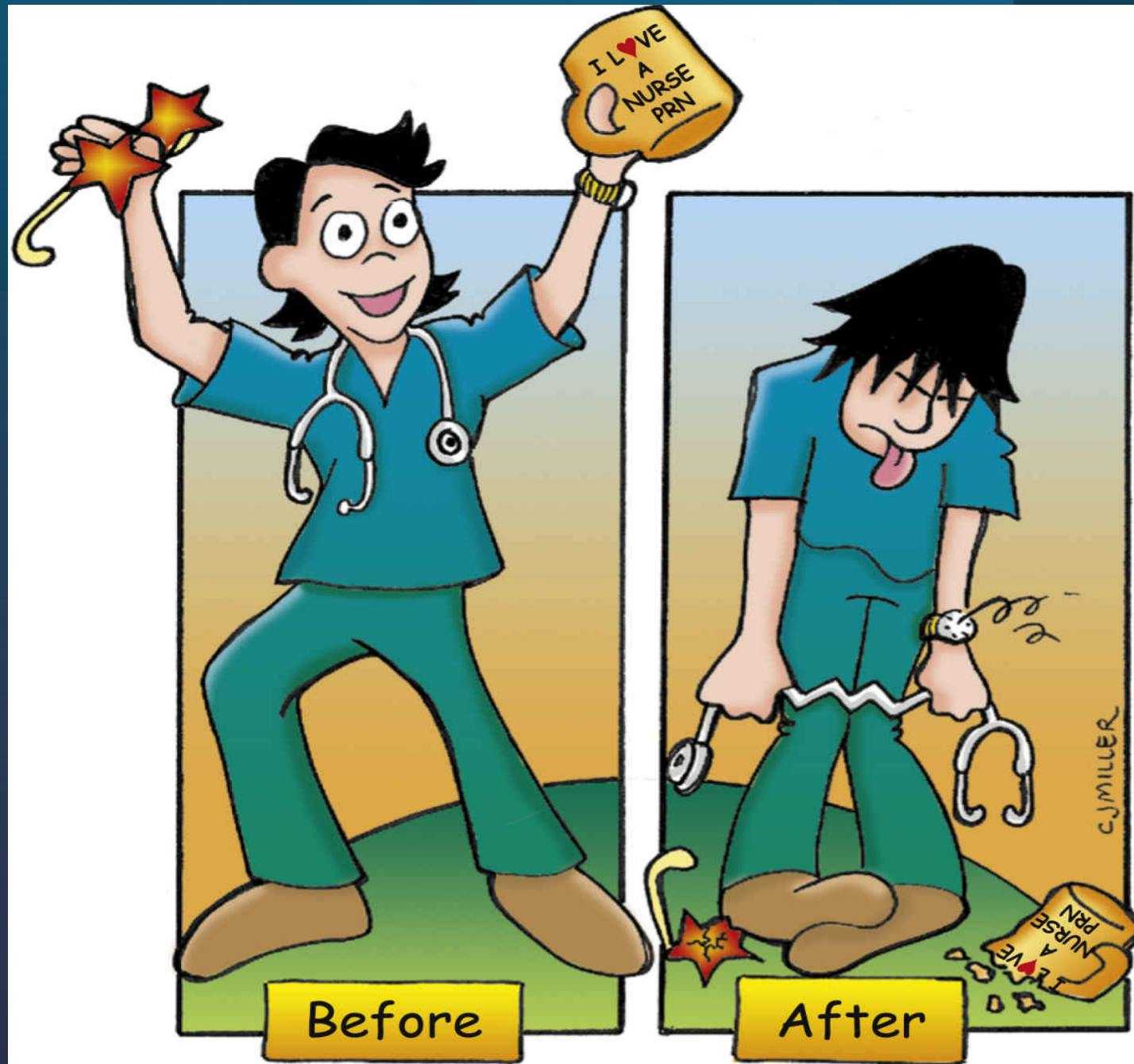


Benner's Novice to Expert Theory



Benner's Stages of Clinical Competence

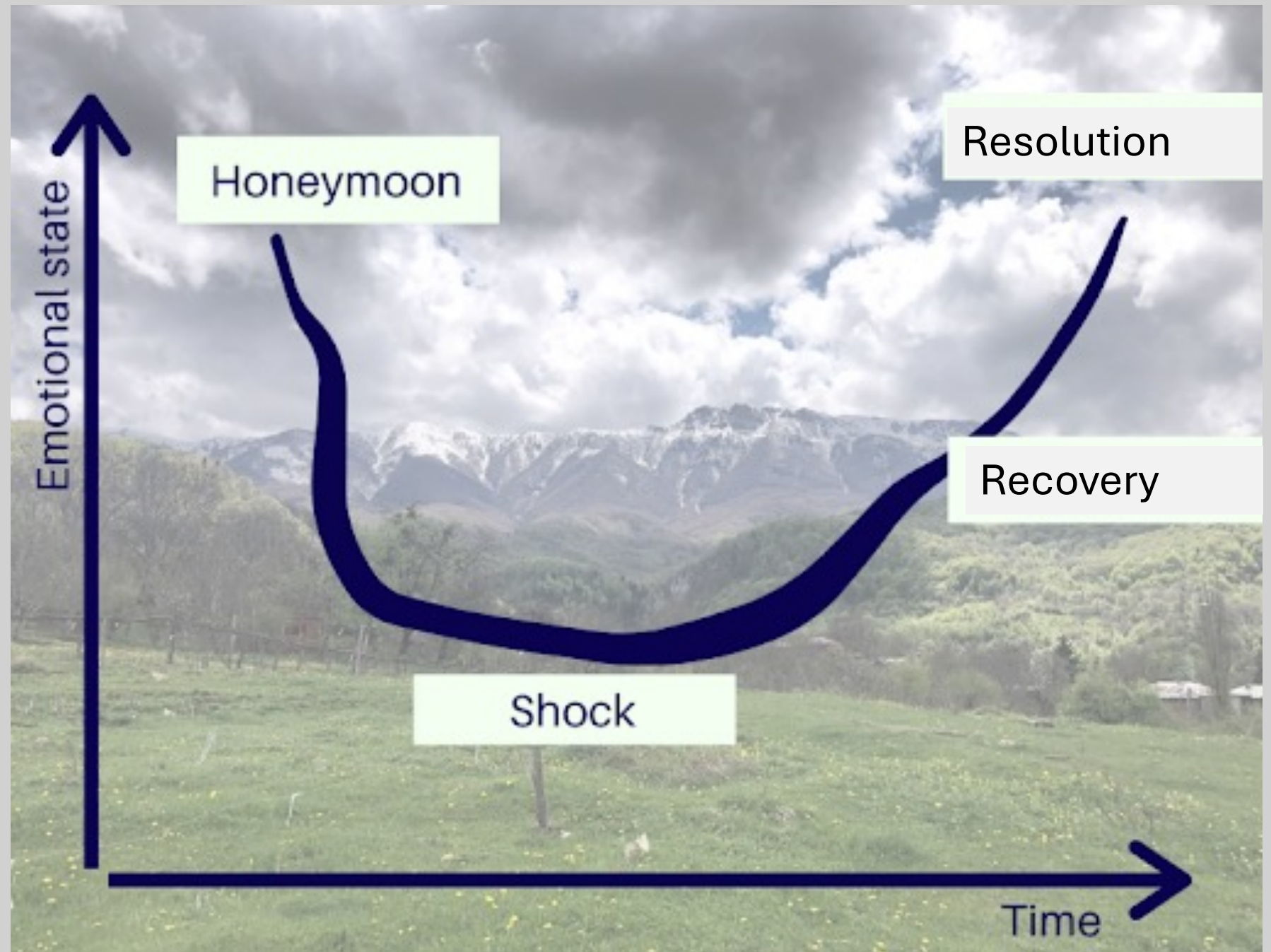




Before

After

4 Phases
of
Reality
(Transition)
Shock



“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for.

We are the change that we seek.”

Barack Obama



N - **U** - R - S - E

Use Resources



N – U – R – S – E

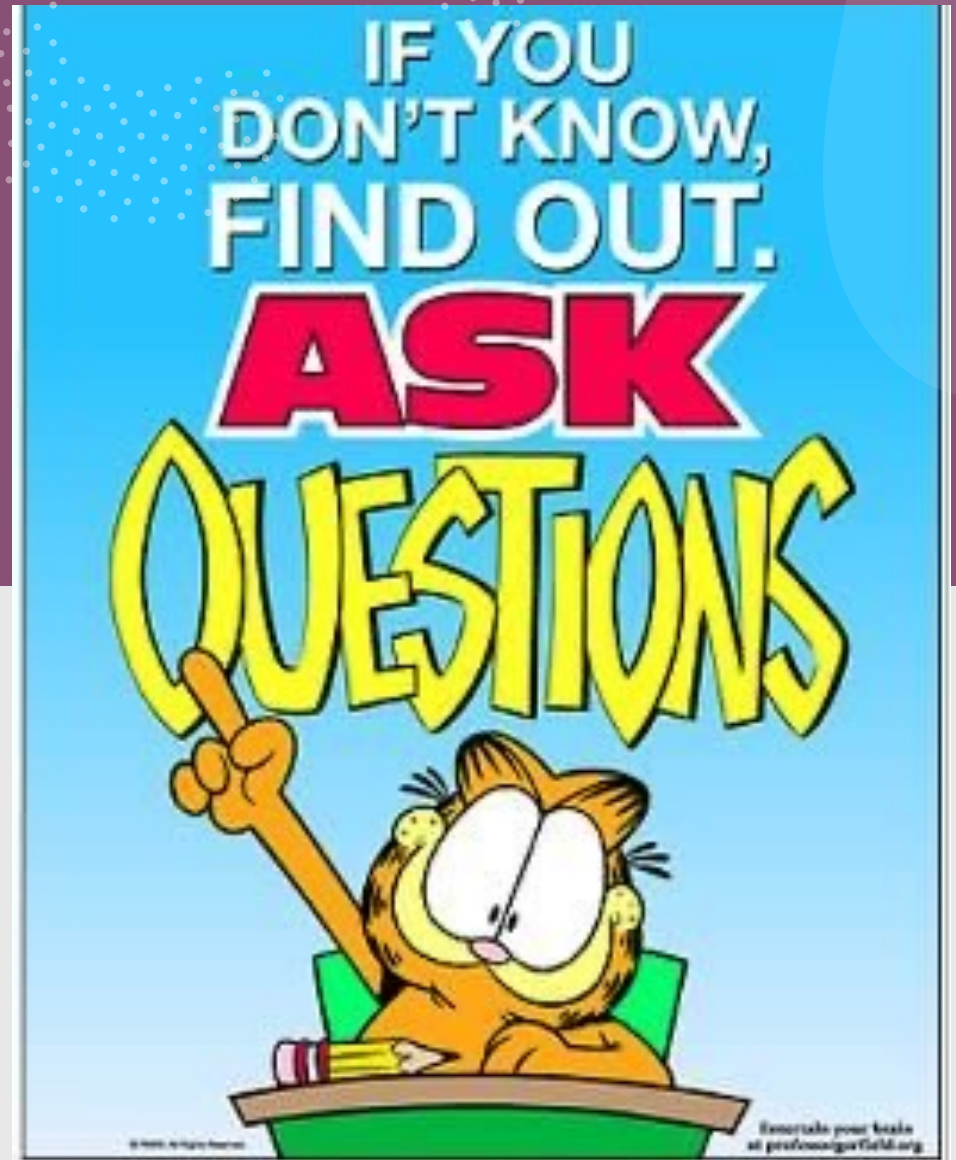
Helps to avoid feelings of inadequacy

- **Ask questions**
- **Take notes, make checklists**
- **Build clinical skills**
- **Hospital policies and procedures**
- **Internet**
- **Networking**
- **Join professional organizations**



"Unsafe nurses are those who don't ask questions!"

Education Extra Jan./Feb.2021



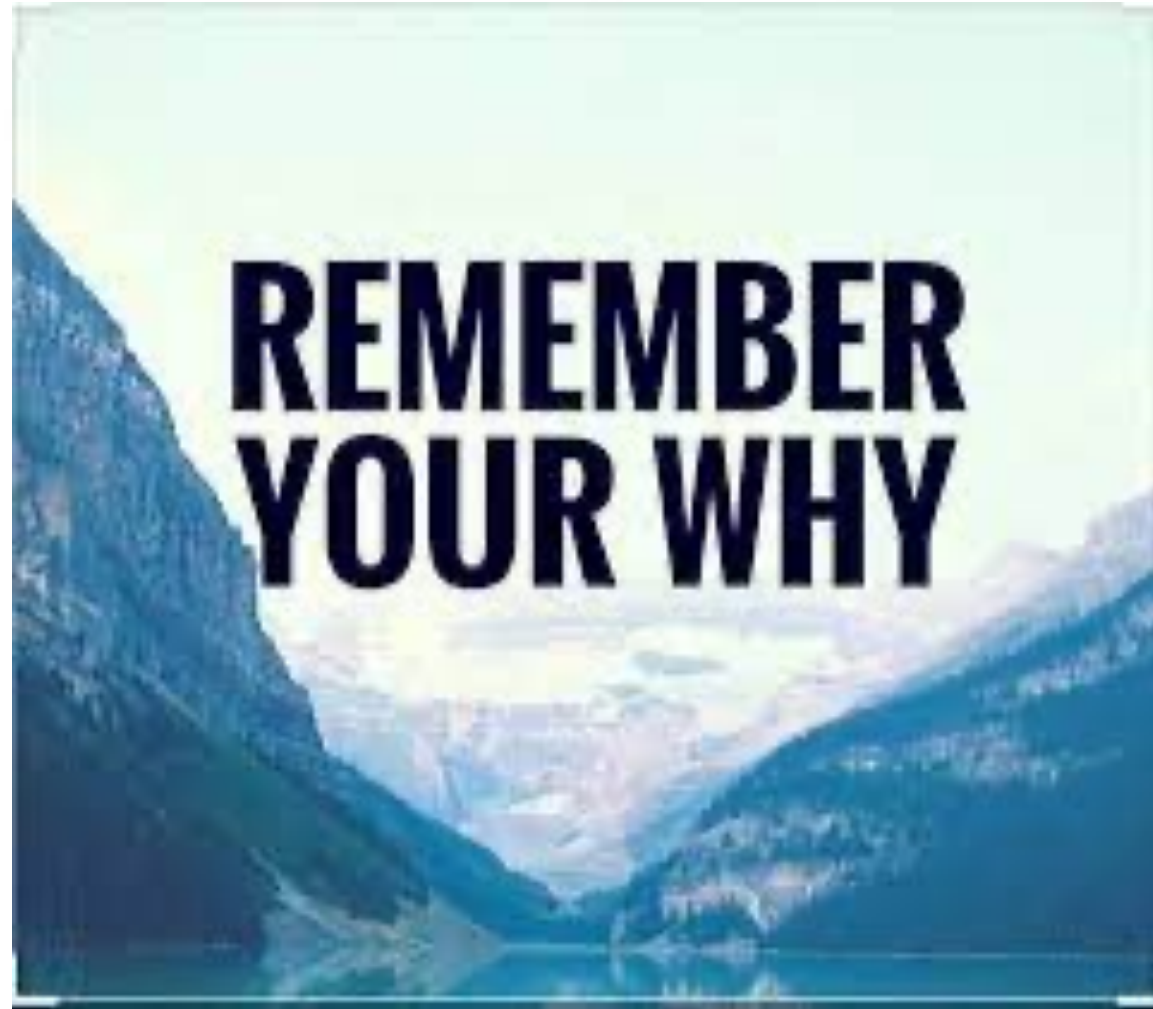
N – U – R – S – E

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N - U - **R** - S - E



N - U - **R** - S - E

- ***Remember why you chose this career***
- ***Review***
- ***Rapport/Relationships with others***
 - ***Interpersonal skills***
 - ***Team members, physicians, other departments***
 - ***SBAR***
 - ***Communication skills***



N - U - **R** - S - E

- ***Interpersonal skills***
 - ***Team members***
 - ***Be willing to help others when needed***
 - ***Comradery - Avoid isolating yourself***
 - ***Accept assignments***
 - ***Participate in unit activities***
 - ***Be nonjudgmental***
 - ***Physicians***
 - ***Other departments***



S

Situation:

I am (name), (X) nurse on ward (X)
I am calling about (patient X). I am calling because ...
I am concerned that ...
(eg blood pressure is low/high, pulse is XX, temperature is XX, Early Warning Score is XX)

B

Background:

Patient (X) was admitted on (XX date) with ... (eg MI/chest infection)
They have had (X operation/procedure/investigation)
Patient (X)'s condition has changed in the last (XX mins)
Their last set of observations were (XX)
Patient (X)'s normal condition is ... (eg alert/drowsy/confused, pain free)

A

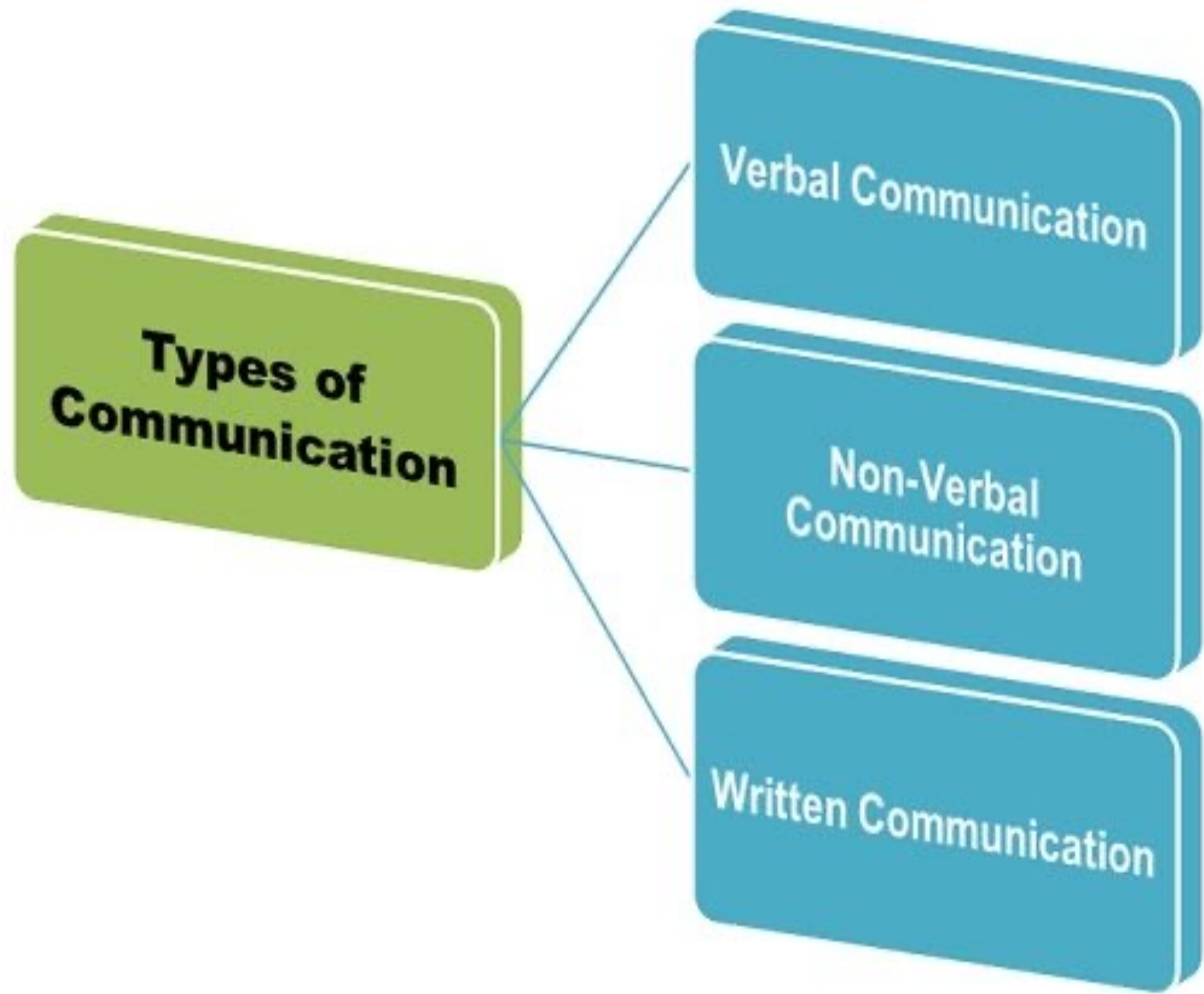
Assessment:

I think the problem is (XXX)
And I have ...
(eg given O₂/analgesia, stopped the infusion)
OR
I am not sure what the problem is but patient (X) is deteriorating
OR
I don't know what is wrong but I am worried

R

Recommendation:

I need you to ...
Come to see the patient in the next (XX mins)
AND
Is there anything I need to do in the meantime?
(eg stop the fluid/repeat the observations)



Types of Communication

- Verbal communication - what you say
- Nonverbal communication - what is observed
- Active listening - what you hear
- Therapeutic communication - what is felt
- Written communication - what is recorded
- Visual communication – images, symbols



Claiming Your Place

N – Never give up

U – Use resources

R – Remember why you choose nursing

S – Self-care



“Be patient with yourself; make self-care a habit... maintaining emotional well-being and mental and physical fitness is essential”.



N - U - R - **S** - E

Self-Care

- **Adequate rest/sleep**
 - Boosts immune system
 - Improves memory, concentration and productivity
 - Restores and energizes
 - Stimulates creativity
 - Helps with weight management
 - Helps with mental and emotional fitness
 - Improves your health
 - Slows down the aging process
 - Makes you happier



“It may seem a strange principle to enunciate as the very first requirement in a hospital, that it should do the sick no harm.”

Florence Nightingale

N – U – R – **S** – E

Set Priorities

- ***Safety comes first***
- ***What is most important?***
- ***Will the patient be harmed if I don't do it now?
Later? Eventually?***
- ***Stay focused***



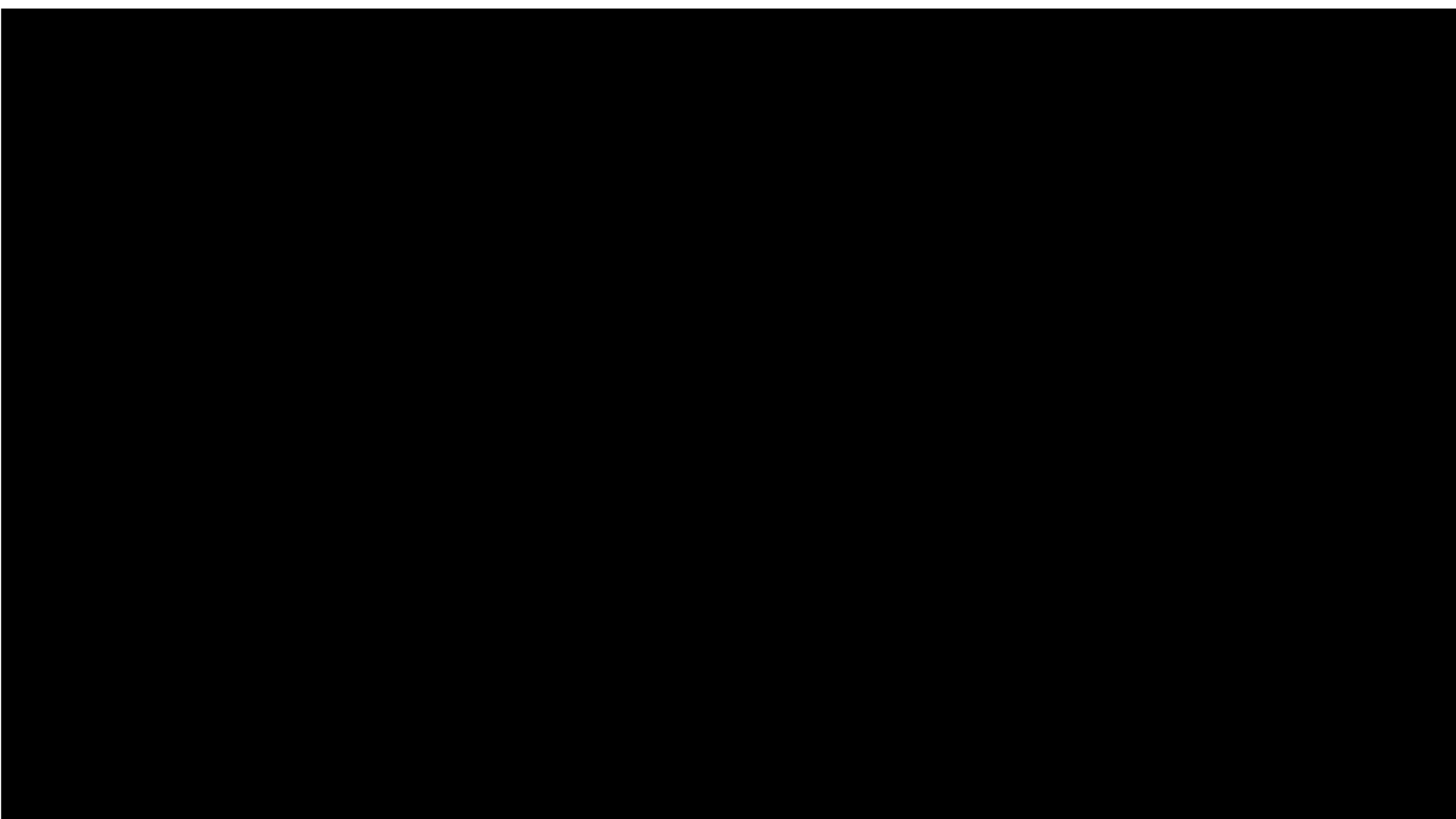
N – U – R – **S** – E

Time Management

It doesn't reduce your workload but reduces your work stress.

- ***Prioritize critical duties***
- ***Delegation of tasks***
- ***Say 'no' to multitasking***
- ***Tune out distractions***
- ***Eliminate time-wasting activities***





N – U – R – S – E

- **Excellence, not perfection**
- **Educate yourself**
- **Extension of God's hands**





Strive for excellence,
not perfection.

H. Jackson Brown Jr.

quote fancy

"Perfectionism can create unattainable expectations and stress related to perceived failures."

Kimber Cockerell, MSN, RN, CNE-cl, CPN and Adrian Stamps, MSM/N, RN



Focus on:

Quality

Safety

Using evidence-
based practice

Communication

Collaboration

Improving
patient
outcomes



N – U – R – S – E

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“Let us never
consider ourselves
finished nurses....we
must be learning all
of our lives.”

FLORENCE NIGHTINGALE



*Extension
of
God's Hands*

Leadership's Role in Nurse Retention

- **Appreciate and support staff**
- **Nurse Residency Programs**
- **Provide opportunities for feedback**
- **Exit interviews**



“Nurses are selfless. The mindset of a registered nurse is: I have to give this day my all, even when I feel defeated, because my effort can mean the difference between life and death. This mindset is one that cannot be experienced until one assumes the role of a nurse. It is a mindset that is not easily understood, nor is it easily played out. However, it is essential, one that I never thought I would or could have as a student. The excitement, the freedom, and admiration of becoming a nurse clouded the realization that this profession is hard. It is real, raw, rewarding, and most importantly, it matters. It is an ongoing learning experience that only the resilient will choose to endure. Nevertheless, it is so worth it.”

(Virginia Nurses Today – May 2020)

Questions and Answers



