Success As A Nursing Professional: Do You Have What It Takes?
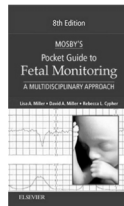
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Disclosures

In addition to my LLC that offers education and consulting services I have a professional relationship with
- Elsevier: Co-author
- Clinical Computer Systems: Education
- AWHONN: 2019 President Elect
- Opinions are my own and do not necessarily reflect those of AWHONN

8th Edition

MOSBY'S
Pocket Guide to
Fetal Monitoring
A MULTIDISCIPLINARY APPROACH

Lisa A. Miller • David A. Miller • Rebecca L. Cypher

ELSEVIER

Objectives

Define nursing professionalism

State actions a nurse can take to improve the image of nursing

Review strategies to balance work and life

"*As a nurse, we have the opportunity to heal the heart, mind, soul and body of our patients, their families and ourselves. They may forget your name, but they will never forget how you made them feel.*"

Maya Angelou
Author, poet, and civil rights activist

What Is Nursing Professionalism

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professionalism noun
pro·fes·sion·al·ism | \ prə-ˈfesh-nə-ˌli-zəm 🔊, -ˈfe-shə-nə-ˌli-\

Definition of *professionalism*

1 : the conduct, aims, or qualities that characterize or mark a profession or a professional person

2 : the following of a profession (such as athletics) for gain or livelihood

Professionalism in Nursing
American Association of Colleges of Nursing

Manifest a philosophy of clinical care emphasizing quality, safety, interdisciplinary collaboration, continuity of care, and professional accountability.

Recognize contributions of nurses' knowledge and expertise total care quality and patient outcomes

Promote executive level nursing leadership

Empower nurses' participation in clinical decision-making and organization of clinical care systems

https://www.emergingrnleader.com/wp-content/uploads/2013/02/hallmarks-of-professionalism.pdf

Professionalism in Nursing
American Association of Colleges of Nursing

Maintain clinical advancement programs based on education, certification, and advanced preparation

Demonstrate professional development support for nurses

Create collaborative relationships among members of the health team

Utilize technological advances in clinical care and information systems

https://www.emergingrnleader.com/wp-content/uploads/2013/02/hallmarks-of-professionalism.pdf

Skills Attributed to Professionalism

Conflict Resolution	Ability to de-escalate a problem: consider needs of everyone involved in conflict, while communicating possible solutions with respect
Ethical Thinking	Make value-based judgments that align with professional standards and moral codes, prioritizing needs of patients /colleagues ahead of their own
Adaptability	Capacity to combine new information with education, experience, and professional guidelines to re-evaluate a situation and make changes that lead to more effective solutions
Leadership	Excellent communication skills, attention to detail, respect, and resourcefulness; build leadership skills when moving to more senior
Collaboration	Working with others and being able to communicate and cooperate is crucial to developing an efficient work environment that places patient needs at the forefront

https://online.regiscollege.edu/blog/what-is-professionalism-in-nursing/

How You Show Professionalism

Care Comes First	Listen to others; provide information and advice clearly for patients to understand; make well-informed decisions that are best for the patient
Individual Treatment	Treat patients and colleagues as individuals who have unique values, beliefs, and needs
Respect Dignity	Protect patient privacy including social media
Work Together	Cooperate with team members and respect their contributions; treat everyone with respect
High Standards of Care	Be punctual; acknowledge when a situation is beyond professional scope; ask for help.
Honesty and Integrity	Do not plagiarize professional assessments; accurate CV to reflect education and work experience; aspire to the highest levels of personal and professional conduct
Uphold Reputation	Be aware that all actions—even outside of work—may have consequences.

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First Day Emotions

Actions To Improve The Nursing Image

Take Initiative

Go the extra mile

Do more than is required of you

Consider every opportunity that crosses your path

Ask questions

Speak up and share your ideas and solutions

Be self confident

Tackle new skills and refine talents

Think as a team member not "just an employee"

Don't accept every criticism

Be Ready To Learn

To excel you must be ready to learn

Be coachable

Pay attention

Be willing to learn
◦ Not a "know it all"

WARNING!
I KNOW EVERYTHING

Assess Your Work Performance

Don't wait for "I wish I would have….."

Identify quantifiable goals and set a timeline
◦ Short term and long term
◦ Create a plan to achieve these goals: Daily, weekly, monthly

Ongoing performance feedback
◦ It's ok to ask for more
◦ Support your career and opportunities for success

Anticipate Job Needs

Be aware of what employers and your career paths needs
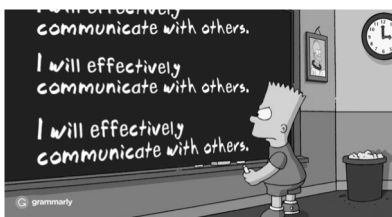
Stay ahead of the game
◦ "If I were in charge, what would I want done next?"

"Go getter" attitude
◦ Get things done efficiently
◦ Take initiative to do them yourself

GIT 'ER DONE!

Communicate: Be Proactive

I will effectively communicate with others.

Communication Is Vital For Success

Be confident
◦ Have courage to say what you think

Practice crucial conversations

Make eye contact
◦ Look at listener's eye and then move to the other eye

Use gestures
◦ Small versus big

Avoid mixed messages
◦ Facial expressions and tone must match

Body language

Constructive attitudes and beliefs
◦ Honest, patients, optimistic, sincere, respectful, accepting of others

Solution Provider Not Problem Creator

Show And Tell

Actions are stronger than words
◦ Must do both not just tell

Deliver what you are capable of

+

Wellness

tomorrow
noun
A mystical land where 99% of all
human productivity, motivation
and achievement is stored.

**Someday
IS NOT
a day of the
week.**

What Is Self Care?

Intentional actions to **care** for personal physical, mental and emotional health

The paradox
◦ Being a clinician does not necessarily make you healthier
  ◦ Better at giving health advice than taking it

Vital Signs

Personal consequences
◦ Physical - sleep disturbance, hypertension
◦ Emotional - anxiety, depression
◦ Cognitive - attention deficit

Reflected in work performance
◦ Depersonalization of patients
◦ Communication issues
◦ "Checking out"

An Ethical Imperative

ANA Code of Ethics
◦ Provision 5
◦ *The nurse owes the same duties to self as to others, including the responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth.*

ICN Code of Ethics for Nurses
◦ Element 2
◦ *The nurse maintains a standard of personal health such that the ability to provide care is not compromised.*

PERMISSION

❖ Self care is not selfish.

❖ What would it take to give yourself permission?

"Exhausted when saying yes, guilty when saying no."

(This is Your)
PERMISSION SLIP
x _____

"*Success* is liking yourself, liking what you do, and liking how you do it."
– Maya Angelou