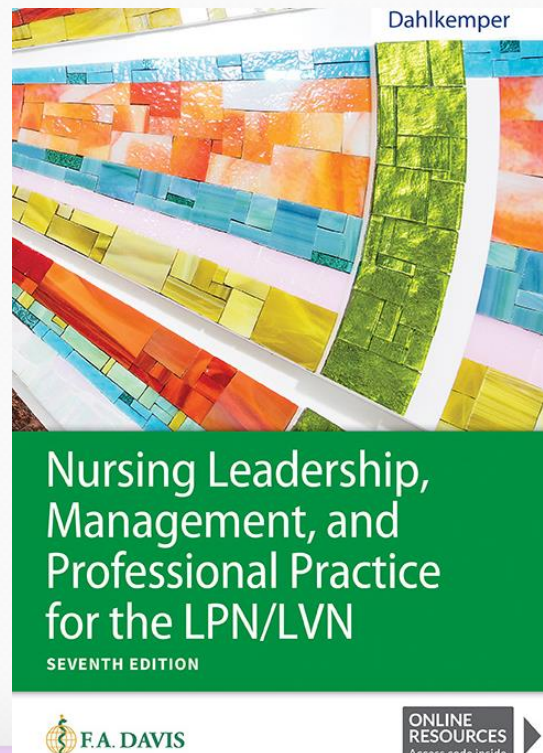


Chapter 8

Entry Into Practice



Entry Into Practice

- New graduates experience major paradigm shifts when entering the workforce
- Patricia Benner
 - Differences in learning between theoretical/classroom learning and clinical practice
 - Theoretical is “**knowing that**” learning
 - Clinical is “**knowing how**” learning
 - To move from a novice to an expert nurse, you must “know how” by practicing in the real world

Nurse Practice Act

- Governs nursing practice within your state
- Varies from state to state
- Defines nursing and what various levels of nurses may legally do within the state
- Directs state board of nursing to create criteria for licensure and violations
- Policies and procedures of employers must adhere to the Nurse Practice Act

Nurse Practice Act

- All rights and responsibilities of nurses must be exercised within the framework of the state's nurse practice act
- Maslow Revisited
 - Maslow's hierarchy of needs as it relates to starting a new nursing job
 - Survival
 - Safety

Nurse Practice Act

- Maslow Revisited
 - A situation in which you feel inadequate in your job as a LPN could result in a serious mistake that would hurt a patient and possibly jeopardize your nursing license

Finding the Perfect Job

- Be objective
 - What is the job like on a daily basis?
 - What skills and experience do you need?
 - What are the support systems available?
- Other concepts to consider
 - Self-evaluation: develop a career plan
 - Self-monitoring: monitor your achievement of your 1-, 3-, and 5-year plans
 - Through self monitoring, determine what the next year's goals will be

Mentoring

- Novice nurses need mentors
- **Mentor:** nurse with more experience and knowledge who is willing to assist a novice to learn the skills of the profession
- Good mentor versus toxic mentor
- Be specific about needs when meeting with a potential mentor
- Mentoring is done through counseling, role modeling, and teaching

Mentoring

- Mentor criteria
 - Interested in the same clinical practice area
 - Demonstrates a high level of skill in your area of interest
 - Receptive to questions from you and others
 - Integrates teaching into the questions being answered and explanations given

Mentoring

- Qualities to avoid in mentors
 - Avoiders who are nonresponsive or unavailable
 - Dumpers who throw people into a new role without appropriate assistance
 - Blockers who refuse to help, who withhold information, or stifle development
 - Destroyers who undermine confidence

Mentoring

- Self-mentoring strategies
 - Interact with people to enhance understanding
 - Find and use references like books and journals
 - Observe knowledgeable nurses
 - Enroll in educational programs
 - Figure out solutions on your own and work through them
 - Use the Internet as a mentoring resource by finding critical information or accessing experts

Other Strategies

- Other strategies for successful transition into practice
 - **Networking:**
 - Forming alliances with other groups and individuals to share and clarify information
 - Motivation:
 - Self-motivation to meet the needs outlined in Maslow's hierarchy in your professional life

Other Strategies

- Other strategies for successful transition into practice
 - Commitment to lifelong learning:
 - Further education with additional licenses or degrees, attending conferences, reading journals, CEUs
 - **Certifications:** to enhance nursing practice
 - Employer certifications
 - National health-care organization certifications
 - **Career ladder learning:** earn increasingly more money as you continue to learn