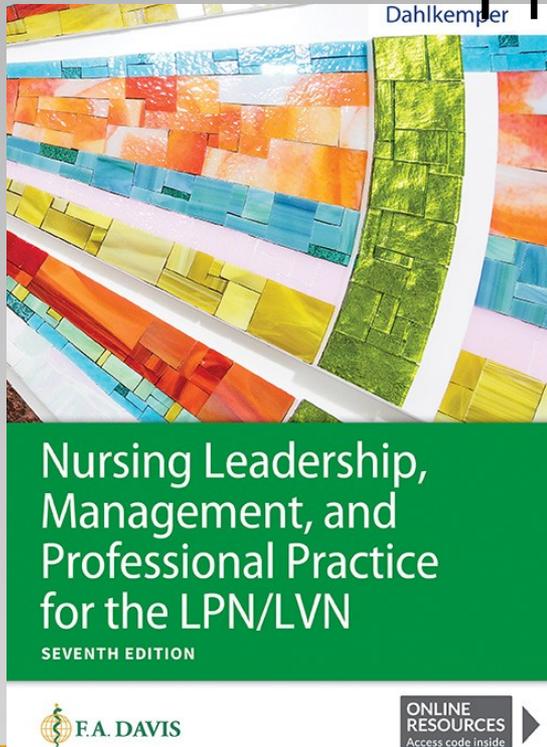


Nursing Leadership, Management, and Professional Practice for the LPN/LVN



Chapter 3 Understanding the Changing Roles in Nursing



Paradigm Thinking Defined

- Paradigm
 - A model, theory, perception, assumption, or frame of reference
- Nursing paradigms
 - Based on learning through theoretical or clinical experiences
 - Influenced by cultural differences and personal biases



Paradigm Thinking Defined

- Personal paradigm: the accumulation of experience and reasoning that determines thinking about care delivery
- Paradigm shift
 - Change in way of thinking, break with traditions
 - Takes patience and tolerance to wait for shift
 - Be aware of paradigms that guide practice in different work settings
 - Box 3.1 page 35



Paradigm Thinking Defined

- Shifting paradigm of nursing: recent paradigm shift is placing LPNs into more management positions
- Not everyone is able to shift quickly; therefore it is important to understand the use of paradigm thinking and use that knowledge to work with others
- Education and awareness are the keys to support the paradigm switch.

-



Critical Thinking Concepts

- **Critical thinking**

- Allows you the nurse to Identify the existing paradigms & devise education to shift paradigms of other or yourself.
- Allows for broader decision making regarding treatment modalities, human interactions, and split second decision making that saves lives.
- **Common themes helpful to identify what critical thinking is**
 - Is a Productive and positive activity
 - Is a Process, not an outcome
 - Manifestations vary depending on context of occurrence
 - Triggered by both positive and negative events



Critical Thinking Concepts

- Critical thinkers
 - Are flexible, honest, inquisitive, non-judgemental, and interested in the truth.
 - Are Actively engaged in life.
 - Value creativity and are innovative people.
 - Are confident about themselves and their ability to contribute to a group process.



Critical Thinking Concepts

- **Clinical judgment**

- Ability to assess patient's problem & needs & use information to address needs specific to that patient.
- Influenced by prior nursing experiences of the nurse and knowledge of current situation
- What nurse knows of patients response to prior treatments

- **Clinical reasoning**

- Processes used by the nurse to make a clinical judgment about patient care.
- The nursing process is one example of a process that may be used as a form of clinical reasoning.



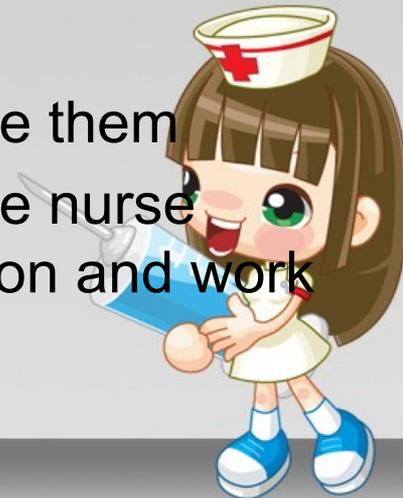
Theoretical Frameworks for Management

- Understanding people is critical (both care recipients and care givers)
- Theories of human understanding
 - Maslow's hierarchy of needs
 - Watson's human caring theory



Theoretical Frameworks for Management

- Dr. Abraham Maslow's hierarchy of needs
 - People must meet lower needs before they can move up
 - **Hierarchy:** way to organize things in a particular order according to rank or importance
 - A manager needs to understand human behavior rather than judge it (reason Maslow is in this text)
 - To successfully work with people:
 - It is better to understand people than to judge them
 - There is a reason for every behavior. (It is the nurse manager's responsibility to identify the reason and work with it).



Theoretical Frameworks for Management

- Dr. Jean Watson's nursing theory: human science and human care
 - Art of nursing is beyond cellular response of the human body and goes to the overall response of the human being and that person's total life values and experiences.
 - Nurse practices in a co-participating manner
 - Caring moment, transpersonal caring
 - **Caring intentionality (the intentions) of the nurse. The nurse enters every interaction and caring moment with the intention to give nursing care in a personalized, human science manner. (care is beyond the cellular needs of the patient and extends to the entire person)**



Basic Principles of Patient Advocacy

- **Patient Advocacy:** protecting people from infringement on their rights as patients and human beings. (actions to protect the best interests of the patient)
 - One increasingly important role of the nurse
 - Protecting people from infringement on their rights (page 41 #1-4)
 - Research-related rights
 - **Institutional Review Board (RB) (result of Nuremberg trials)**
 - Right to refuse treatment or medication
 - Informed consent (surgical procedures)
 - Safe care



Basic Principles of Patient Advocacy

- Other aspects of advocacy
 - Spirituality: religious beliefs or formal/informal belief in a higher power
 - Sexuality: feelings about how one expresses sexuality
 - Ethnicity: our ancestry/heritage
 - Age:
 - **Ageism:** discrimination and prejudicial treatment of older adults

