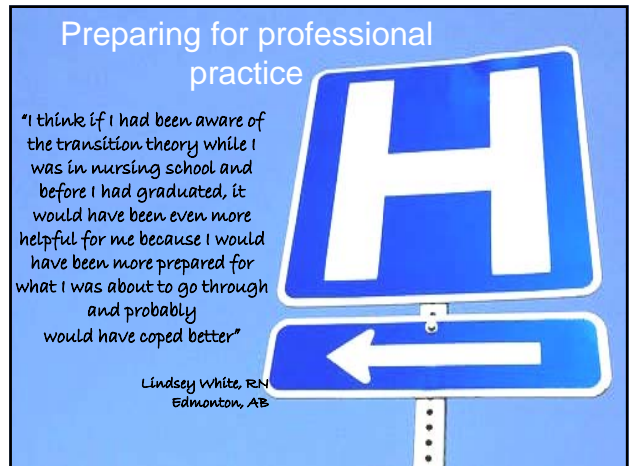


BEEN there...
DONE that...
but have you got the picture?

Workshop Session
Kandis Harris, Shannon Andre, & Lindsey White
Theme – Transition To and Within Practice

NURSING THE FUTURE
The Voice of the New Graduate



NURSING THE FUTURE

The Voice of the New Graduate

Organization officially launched on June 17th, 2008

Currently over **2000** national members.

- Students
- New Graduates
- Associate Members

Category	Percentage
Associate	30%
New Graduate	42%
Pro Graduate	28%

Dr. Judy Boychuk Duchscher

- Founder and Executive Director of NTF
- Focus of graduate and doctoral work on the transition of the new graduate into the professional role of RN
- 11 year qualitative research study.

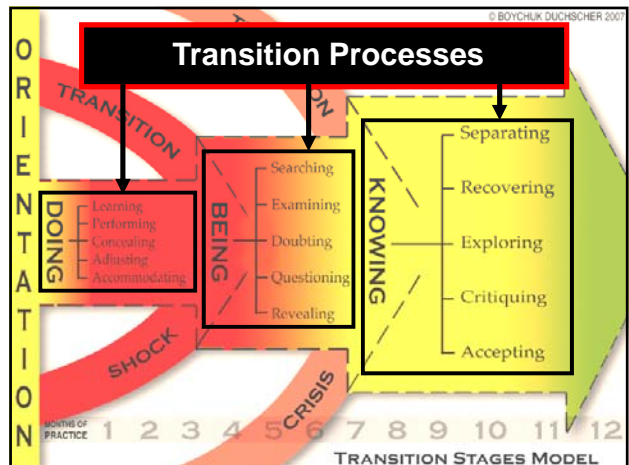
Transition Shock Model ©
Stages of Transition Model ©

What is Transition?

"Passages or movements from one state or condition to another"

- Signifies loss, change and growth
- Usually is a GOOD thing
- Often can be quite difficult to go through
- A necessary change that creates instability

"I might as well start by telling you that it's the hardest thing I've ever had to do, was make the transition from going to school to practicing in the real world. Everyone told me everything was going to come together. But that's something I have learned – I had to experience it for myself"



The first 4 months

- Your FIRST job as a ‘real nurse’
- Achieving a long awaited goal
- Full of UP’s and DOWN’S
- Intense emotions
- Clinical dilemmas
- Loss of peers and previous supports

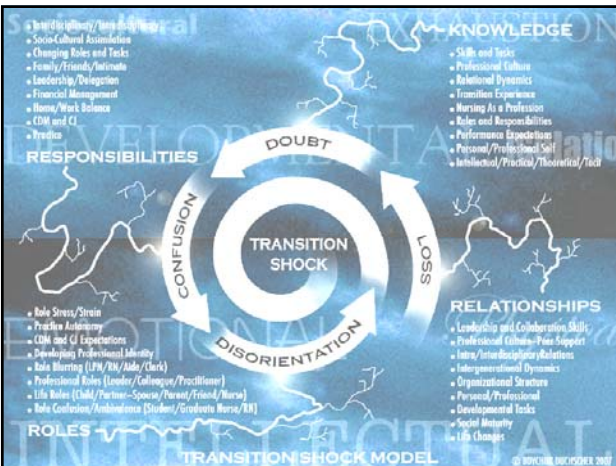
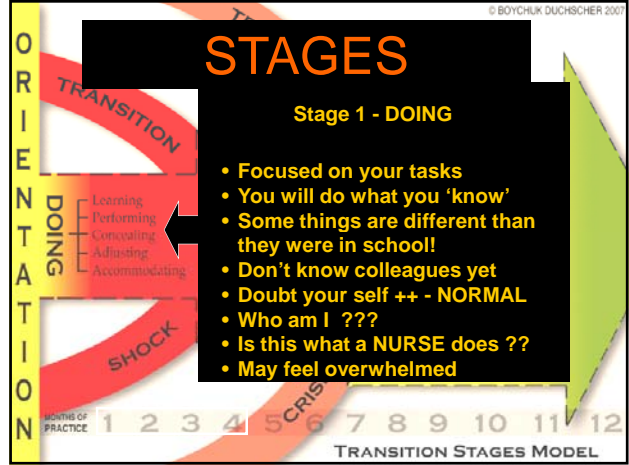


“People would say to me, ‘Oh, you’ll do fine. You did so well in school you know, you’ll do just fine.’ Well that doesn’t help me now when I’m struggling just to keep my head above water.”

STAGES

Stage 1 - DOING

- Focused on your tasks
- You will do what you ‘know’
- Some things are different than they were in school!
- Don’t know colleagues yet
- Doubt your self +- - NORMAL
- Who am I ???
- Is this what a NURSE does ??
- May feel overwhelmed



4 – 8 months

- Let’s talk **TIRED!**
- Physical, emotional and intellectual exhaustion
- What you were taught in school vs. what is being done in real practice



“I can remember learning the principles of sterile technique in school. Our instructor had our partner monitoring us for any contamination of our sterile field. Now I’m standing here watching an experienced nurse pull off a dressing with no gloves, and slap another dressing back on the incision without even cleaning it, and I don’t say anything.”

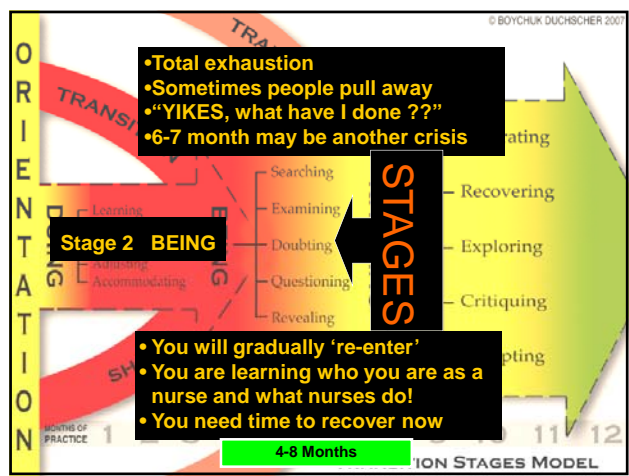
“A bunch of the staff were making plans for the next staff party. They were discussing date and time and what they would wear. They were talking directly in front of me and no one invited me, or acknowledged my presence. I felt like a SOCIAL OUTCAST. I know inside that I am a fun, kind person, but it feels like no one wants to find that out.”



- Total exhaustion
- Sometimes people pull away
- “YIKES, what have I done ??”
- 6-7 month may be another crisis

Stage 2 BEING

- You will gradually ‘re-enter’
- You are learning who you are as a nurse and what nurses do!
- You need time to recover now



8 – 12 months

- Looking towards the Future
- Seeing the BIGGER PICTURE
- Becoming comfortable and confident in your practice
- Establishing relationships
- Professional growth
- Student becomes the teacher



"I know I was learning a tremendous amount in those first 6 months, but it was as if I had time to process it now. I became keenly interested in my speciality area and begun seeking opportunities to further my knowledge."

STAGES

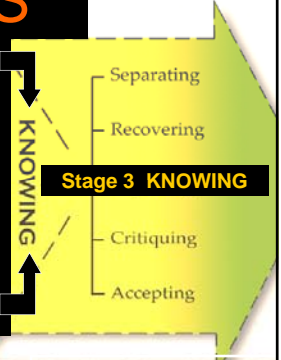
© BOYCHUK DUCHSCHER 2007

8-12 Months Transition

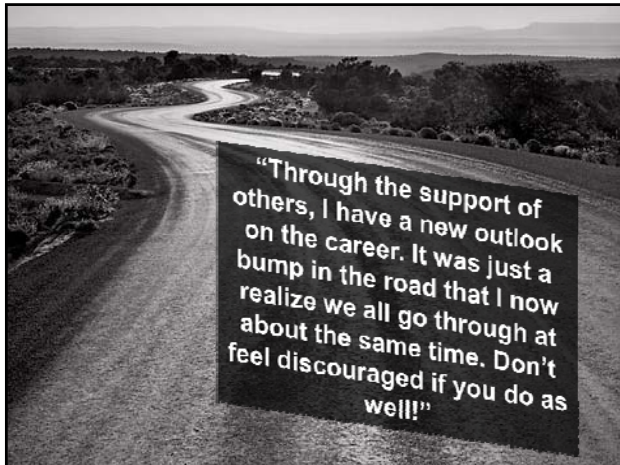
- Things are settling out
- Your mind is working better
- You see **YOURSELF** in comparison to **OTHERS**
- Start to see the 'bigger' picture
- You feel more a part of things
- You might want to make plans – learn more, see more

KNOWING

- Separating
- Recovering
- Stage 3 KNOWING**
- Critiquing
- Accepting




TRANSITION STAGES MODEL



"Through the support of others, I have a new outlook on the career. It was just a bump in the road that I now realize we all go through at about the same time. Don't feel discouraged if you do as well!"

What can I do to get through this transition?

- 4th year practicum
- Making connections
- Adjusting to shift work
- Find a MENTOR
- Establish a PEER support network
- Utilize NTF resources!




2nd Edition coming in 2011!!!



NURSING THE FUTURE
MOVING NURSING FORWARD...
MOVING FORWARD IN NURSING

A RESOURCE FOR HEALTHCARE PROFESSIONALS

NEW GRADUATE TO KNOW:
Alicia M. Wilson, RN
BScN, MEd, MSc, PhD
Assistant Professor, Faculty of Nursing, University of Alberta

FRONTLINE FEATURE:
By Bev Walker, RN
RN, BScN, MEd, MSc, PhD
Assistant Professor, Faculty of Nursing, University of Alberta

NEW GRADUATE TO KNOW:
Alicia M. Wilson, RN, BScN, MEd, MSc, PhD, Assistant Professor, Faculty of Nursing, University of Alberta. She is a graduate of the Bachelor of Science in Nursing (BSN) program at the University of Alberta. She is currently completing her PhD in the Faculty of Nursing at the University of Alberta. She is also a member of the International Council of Nurses (ICN) and the Canadian Nurses Association (CNA).

FRONTLINE FEATURE:
Bev Walker, RN, BScN, MEd, MSc, PhD, Assistant Professor, Faculty of Nursing, University of Alberta. She is a graduate of the Bachelor of Science in Nursing (BSN) program at the University of Alberta. She is currently completing her PhD in the Faculty of Nursing at the University of Alberta. She is also a member of the International Council of Nurses (ICN) and the Canadian Nurses Association (CNA).

NTF UPDATES:
Don't forget to register for the 2010 WINN-NTF National Conference in Toronto December 1-3, 2010!!! Check out our website to register: <http://www.winn-ntf.com/winn-ntf-2010>

facebook

Nursing The Future

Write something...

Attach

Options

Kandis Harris NTF Leaders are gearing up for the upcoming WINN-NTF Conference in Toronto - December 1 - 3rd!!!
15 hours ago · Like · Comment

Nursing The Future created an event.
Partnerships, Transitions and Opportunities: Elevating Nursing Practice
Tomorrow at 12:30am
Intercontinental Centre, Toronto, Ontario
October 11 at 5:58pm · Like · Comment · Share · Invite guests

Kandis Harris Be sure to REGISTER for our 2010 WINN-NTF National Conference in Toronto December 1-3, 2010!!! Check out our website to register: <http://www.winn-ntf.com/winn-ntf-2010>
www.winn-ntf.com

October 11 at 5:07pm · Like · Comment · Share

Rob Fraser likes this.

Write a comment...

twitter.com/ntfnewgraduates

Let the learning begin... each of us the pupil of whichever one of us can best teach what each of us needs to learn. (Maria Isabel Barreno)

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- onedery B afraid. B very afraid. "phase two is coming after the next election" <http://bit.ly/gYopel> #ableg #abhealth**
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<http://bit.ly/bmXly>
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NURSING THE FUTURE

BRIDGE CLUBS

MOVING NURSING FORWARD... MOVING FORWARD IN NURSING

DATE: Bi-Weekly / Monthly
TIME: Location Specific
PLACE: Regional
SPEAKER: Local / by Invitation
TOPIC: Determined by New Graduate Regional Membership



WINN-NTF 2010
International Centre
Toronto, Ontario
Registration opens
September 1st, 2010

Partnerships, Transitions and Opportunities: Elevating Nursing Practice

December 1 - 3, 2010
Intercontinental Centre
Toronto, Ontario
Registration opens
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NEW GRADUATES NEEDED!
VOLUNTEERS
GRADUATE PANELISTS
SPONSOR CONFERENCE ATTENDEES

WINN-NTF 2010 is proud to partner with the Registered Nurses' Association of Ontario for a joint program for the December 1st. Come early for TRACT's

8th International Nursing Education Conference: Exploring Practice Education in Nursing
November 29 - December 1, 2010

Mark Your Calendars

Questions??



NURSING THE FUTURE

The Voice of the New Graduate



Based on what you learned from this session:

What 2 things would you like managers and educators to understand about new nurses?