



Developing a Rewarding Professional Nursing Career

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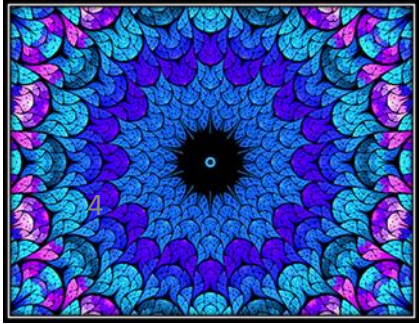


Objectives

1. Explain methods to **develop a rewarding and productive professional nursing career.**
2. Discuss the **relationship between specialty certification and nursing education on health outcomes.**
3. Identify the nurse's **responsibility to enhance the effectiveness of care within their practice setting.**
4. Describe ways in which nurses **advance our profession through active participation in professional nursing organizations.**
5. Recognize how nurses **influence health through board membership.**

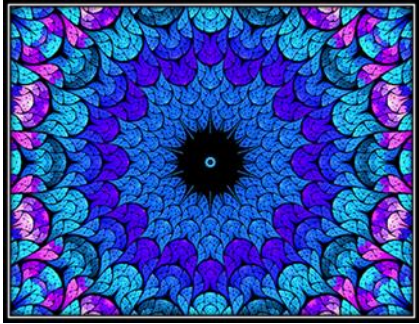


**BRIGHT
FUTURE
AHEAD**



Developing a Rewarding Professional Nursing Career

- ❖ Self-assessment
- ❖ Personal goal setting
- ❖ Career development aims
- ❖ Life-long learning and development
- ❖ Mentors and coaches



Self-assessment & Goal Setting

❖ Where do I want to be & what do I want to be doing?

❖ 5 years

❖ 10 years

❖ What do I like to do?

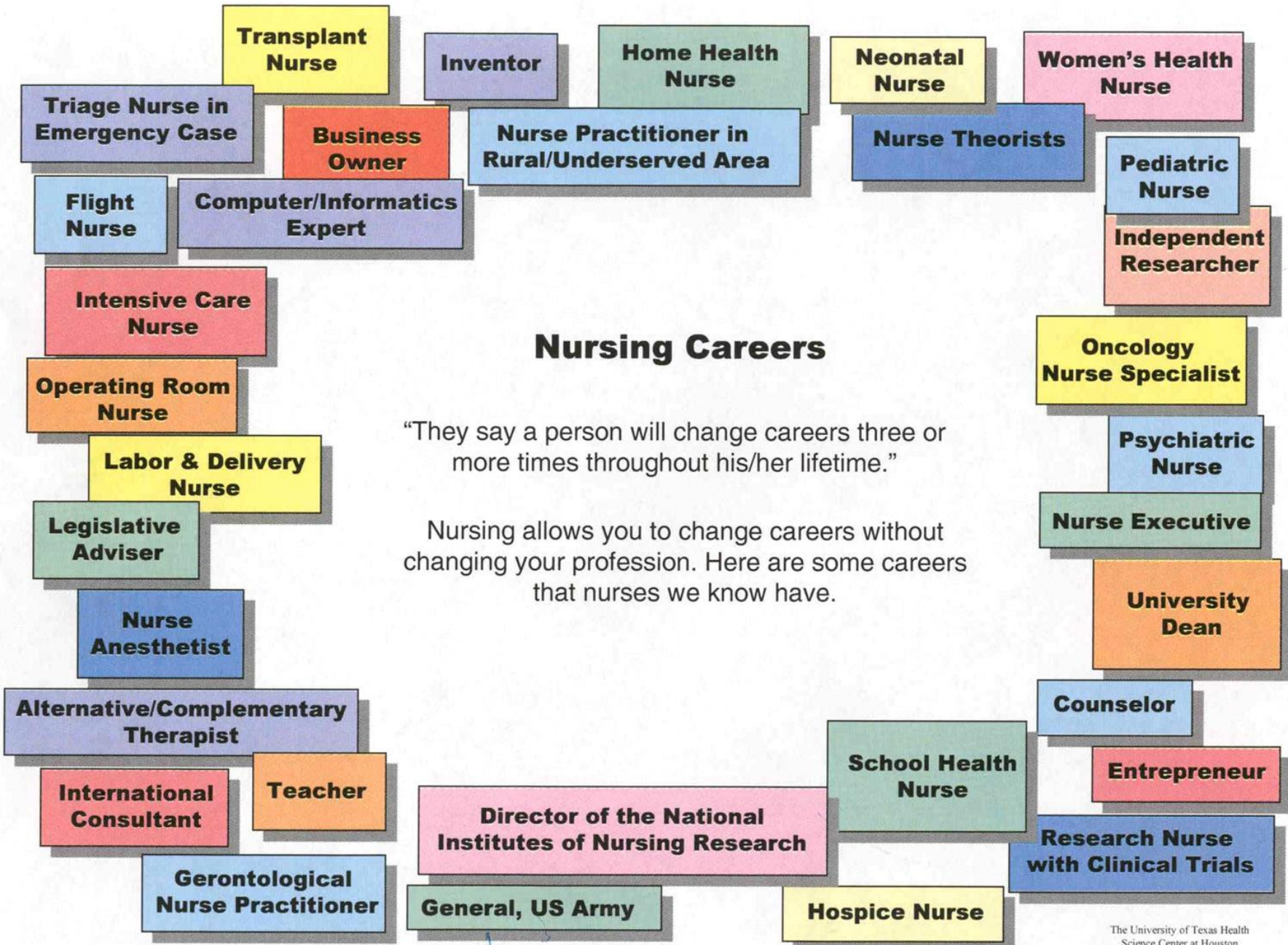
❖ Don't like to do?

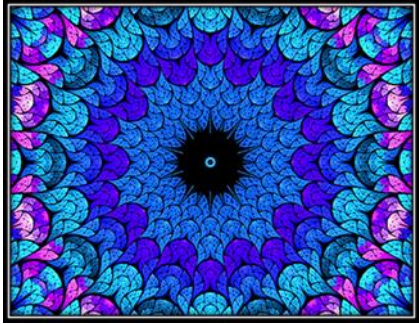
❖ What is challenging to me?

❖ Strengths/weaknesses

❖ What do I value?





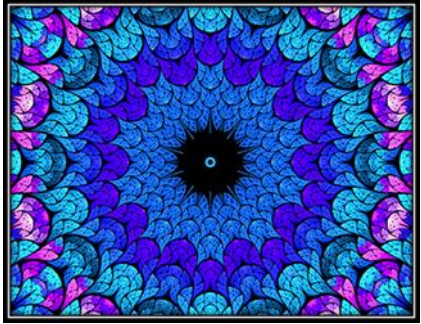


Career Development

- ❖ Lifelong process
- ❖ Career mapping
- ❖ Preparation for career advancement opportunities
 - ❖ Educational preparation
 - ❖ Certification



**“What do you mean, it’s not a good résumé?
It’s the most expensive one they had on eBay!”**



Mentors and Coaches

❖ Mentor

- ❖ Someone who teaches or gives help and advice to a less experienced person
- ❖ Long-term, personal relationship



"'LUNCH'? WELL, YES--BUT WHAT ARE YOUR **LONG-TERM GOALS**?"

❖ Coach

- ❖ Someone who helps another person improve by setting their own goals and achieving those goals
- ❖ Short-term, narrow focus



Benefits of Specialty Certification

❖ Individual

- ❖ Personal sense of achievement
- ❖ Professional recognition
- ❖ Competency validation

❖ Patient outcomes

- ❖ Every 10% increase in percent of BSN-prepared nurses who are certified, there's a 2% decrease in patient deaths (Kendall-Gallagher, Aiken, Sloane, & Cimiotti, 2011)

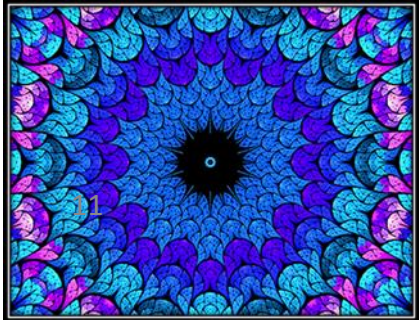
❖ Organization

- ❖ Correlation between workplace empowerment and percentage of certified nurses (Krapohl, Manojlovich, Redman, & Zhang, 2011)



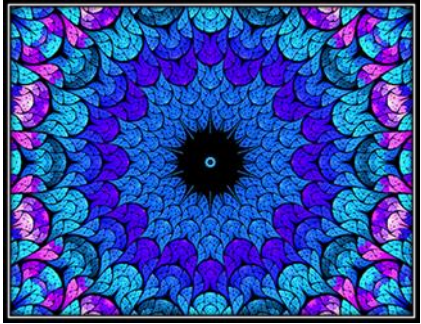
Strategies to Achieve Certification

- ❖ Review the requirements and recommended resources
- ❖ Create a study group
- ❖ Attend certification prep program
- ❖ Take practice exam
- ❖ Use proven test-taking strategies
- ❖ Take exam
- ❖ Celebrate!!



Nursing Education and Patient Outcomes

- ❖ IOM (2010) recommendation by 2020
 - ❖ 80% with BSN; 2% increase in doctoral-prepared
- ❖ Magnet Recognition
- ❖ Patient outcomes
 - ❖ Positive relationship with other nurses, care quality, and safety (Weinberg, Cooney-Miner, & Perloff, 2012)
 - ❖ 10% increase in BSNs associated with average reduction of 2.12 deaths per 1,000 patients (Kutney-Lee, Sloane, & Aiken, 2013)
 - ❖ Incidents of congestive heart failure mortality, decubitus ulcers, failures to rescue, and shorter lengths of stay (Blegen, et al, 2013)



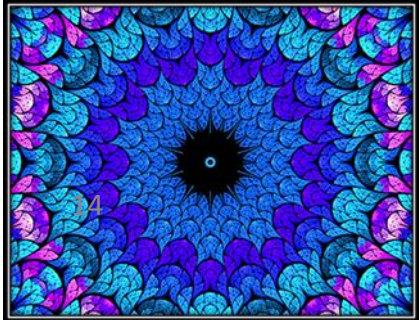
Academic Progression

- ❖ ADN or Diploma
- ❖ BSN
- ❖ MSN
 - ❖ Midwifery, NP, education, leadership, informatics
- ❖ DNP
 - ❖ Practice
- ❖ PhD
 - ❖ Research



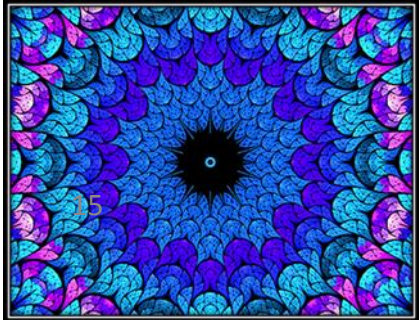
Academic Progression (cont'd)

- ❖ Admission requirements
 - ❖ GPA
 - ❖ Prerequisites
- ❖ Commitments
 - ❖ Time management
 - ❖ Finances
 - ❖ Persistence
 - ❖ Online or face-to-face



Enhance Effectiveness of Care in Practice Setting

- ❖ Code of Ethics for Nurses (2015)
Provision 6
- ❖ Responsibility to enhance effectiveness
of care in practice setting
 - ❖ Participation in various committee
structures, quality initiatives, and other
organizational activities



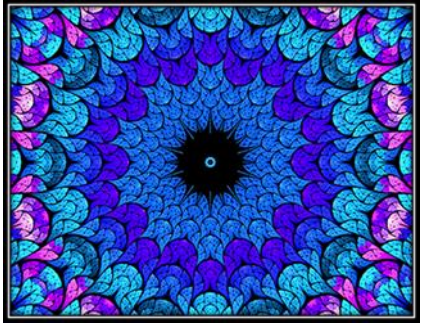
Participation in Professional Nursing Organizations

- ❖ Code of Ethics for Nurses (2015) Provision 9
 - ❖ The profession of nursing, as represented by associations and their members, is responsible for articulating nursing values, for maintaining the integrity of the profession and its practice, and for shaping social policy.
- ❖ Career development and professional growth (Guerrieri, 2010)
- ❖ Higher measures of professionalism (Wynd, 2003)



Nurses on Boards

- ❖ IOM's (2010) call for nurse membership on boards as public, private, and governmental healthcare decision-makers at every level
- ❖ “Without a nurse trustee, boards lack an authority on the patient experience, quality and safety, and the largest part of the hospital workforce” *Trustee Magazine* (American Hospital Association publication)
- ❖ Nurses on Boards Coalition
 - ❖ 10,000 nurses on boards by 2020
 - ❖ <http://nursesonboardscoalition.org/>



Developing a Rewarding Professional Nursing Career

- ❖ What's your journey?
 - ❖ Education
 - ❖ Certification
 - ❖ Enhancing care in your practice setting
 - ❖ Professional organization membership
 - ❖ Board membership



Thank you!

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