

# Free research paper about combining nurse with advocacy

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## **Introduction**

The role of nurses in the modern day era is shifting away from the traditional role where they were confined to receiving orders and working on predetermined schedules. Harris, Stanley & Rosseter (2011) assert that the complexity of care and care facilities, coupled with the technological changes has demanded a shift in thinking and action. The nurse is today at the center of patient-centered care where they are required not just to showcase their professional clinical skills, but their personal experience in handling diverse patients and colleagues. On the other hand, decision-making has become more of a collaborative process than the traditional top-bottom approach of decision making. As such, nurses today are expected to show their formal and informal leadership skills to suit the diversity of their working environment (McGuire & Kennerly, 2006). Personally, I feel I have made great strides in my career as a nurse. I will focus on discussing a few level of service delivery, identifying my strengths and discussing my weaknesses.

## **Personal and professional accountability**

Today continued learning in nursing is a requirement rather than an added advantage. This however requires a great deal of care planning. It involves not just the aspect of finance but also meaning the constrained time resources as dictated by career schedules. However, my realization was that I had to gamble and make it happen. My decision to enroll for the BSN was infirmed partly by the need to advance my career and secondly on the need to incorporate learned skills in practice to improve care outcomes. However,

this again comes with a collaborative environment. This is what wholly informed my decision to take membership as an advanced practice registered nurse (APRN). On the other hand, I have continuously been involved in most Clinical Nursing Leader (CNL) programs which have added to my skills and experience through education and interaction.

Further, these organizations have enabled me to review and establish my professional ethics along the set standards. Responsibilities in today's care settings are vested on the individual rather than institutions. This knowledge acquired from interaction with members of professional nursing bodies, I have made a significant effort to achieve the highest level of responsibility at personal level (NMLP, AACN & AONE, 2006). However, I have not had a personal evaluation plan upon which I base my self-assessment. As such, while I have made these strides, I cannot be categorical enough to offer evidence that my efforts have brought any change. Despite this, I am looking forward to developing self-assessment plans through the assistance of my colleagues in the workplace and in professional associations where I am a member. I will rely on to make a decision about my professional career.

## **Career Planning**

For any professional not just in nursing, the most critical aspects that determine the much one achieves is the ability to set specific and measurable goals that will influence their career (Harris, Stanley & Rosseter, 2011). As such, one needs to know where they are headed and what their objectives are into the future. It is a decision of whether you want to stay where you are or move to the next level. This is one aspect of my career that I have continually monitored. I have always reflected on what I think would

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suit me as at now and what I perceive as important into the future. As a baseline, I have always observed the trends in nursing, how the career is changing and how technology is impacting nursing and healthcare in general.

For instance, after completing my BSN, I would ultimately proceed with a master's degree. However, between the end of my BSN and MSN programs, I require utmost two years to research on new trends and discover the best option for me going into the future (NMLP, AACN & AONE, 2006). Essentially, career planning is determined by one's understanding of the trends in their career. At a time when evidence-based practice is taking shape, I feel I have done a lot especially in the application of theorems based on evidence. This has ultimately been reflected in outcomes and particularly so; self-satisfaction in care delivery. My flexibility to changes and trends and my ability to incorporate learning with practice have been crucial to what I have achieved.

## **Personal journey disciplines**

At a time when responsibilities are shifting to the 'self', decision making and problem solving are becoming a core requirement for nurses. However, this is coupled with challenges, including doubts and lack of experience amidst changing healthcare needs of the population. However, informal leadership skills characterized by collaborative professional networks and improved communication skills have done me good in this aspect (NMLP, AACN & AONE, 2006). Care settings at times require quick, but accurate decision making which is quite some challenge for nurse to balance speed with accuracy. However, the real deal is continued education coupled with the <https://assignbuster.com/free-research-paper-about-combining-nurse-with-advocacy/>

urge to know more. This has opened me to the wide array of evidence-based knowledge that has been proved to help nurses in making accurate decisions without compromising on speed of care delivery or outcomes.

### **Reflective practice reference behaviors/tenets**

Usually, the 'self' and the realization of the potential within the 'self' play a critical role in how we manage to overcome challenges in professional practice. As a nurse, I have faced several challenges that at times even question my skills and commitment. However, the most important aspect is to use them as the baseline for improvement. I have continuously thought that a nurse is not entitled to know everything that appertaining to care. However, the collaborative networks around us give us the impetus to handle the diverse situations. It is this realization that has enabled me to work through the myriad of challenges, using colleagues as the most viable option in developing my skills to suit the changing environments (NMLP, AACN & AONE, 2006). However, at times I feel insufficient when I cannot help the patient or colleague in delivering care. Of course, it is always hard to disclose inability especially in professional settings. I feel I am yet to develop skills to disclose such events to colleagues in practice.

### **Advocacy for change in the workplace**

Organizational culture defines the direction of the institutions as well as that of its workers. As such, the institution may be a barrier or a motivation for career advancement and planning. As a nurse leader, I can influence how the organization works. One aspect is the collaborative networks within the workplace. Demonstrating effective communication aspects is the key to

ensuring that others understand your ideas (McGuire & Kennerly, 2006). As such, they also become ingrained into learning from you. With such a platform, it would be easier to alter the policies within the workplace through organizational culture to suit care delivery and self-management (McGuire & Kennerly, 2006). This could begin at problem-solving level, decision-making and motivational networks. When nurses feel that their colleagues are a support to them through their behaviors and skills of communication and associating, then, the organizational culture is gradually tilted to such a direction.

### **Personal Goal implementation plan**

Personally, I perceive leadership as the ability to impart leadership skills unto others. As such, I consider leadership as a contagious characteristic. I want to see myself influencing other not through conferences and official workshops but my personal approach to the provision of care. My goal is to become a leader who influences through character than just goal setting and monitoring adherence (Harris, Stanley & Rosseter, 2011). To achieve this goal I perceive that the plan is necessary. Initially, I have to learn to accommodate every person, and this involves appreciating my capacity and weaknesses. Secondly, I will focus on developing my interpersonal communication skills with others. This includes knowing the levels of hierarchy and roles of individuals and helping them work through their schedules either in judgment or problem-solving (McGuire & Kennerly, 2006). Finally, I will focus on creating a brand through my self-imposed principles that reflect the changing care environment where nurse collaboration is critical. This will involve continued learning to gain skill and knowledge that

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can impact positively on others. These skills will help broaden my presence in the workplace, not as an enforcer but as a guide (Harris, Stanley & Rosseter, 2011). This is the best form of advocacy that can effectively impact on both organizational culture and individual leadership skills.

## References

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