

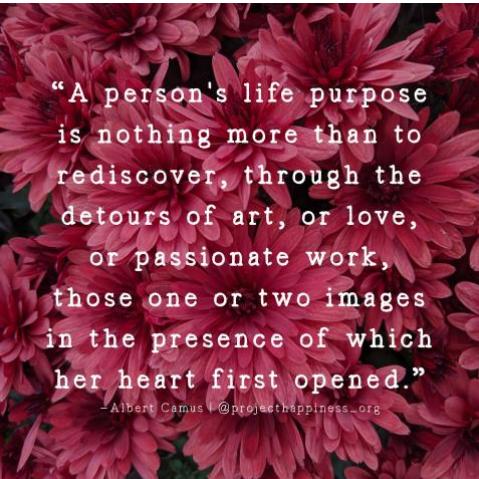


“Year of the Nurse”

Please note: This ‘gift’ is intended to accompany Jane’s “Year of the Nurse” webinar. You can access it here – <https://vimeo.com/414873899/b2ac958573> or on our Partner-only Website under the ‘Webinar’ section.

Are Nurses born or made? I am sure during this unprecedeted time in our world that nurses are nursing leaders are wondering why on Earth they entered this profession.

I found a quote from Oprah that spoke to the question of what makes up a Nurse.



The ANA Scope of practice is an interesting document – I encourage you to check it out.
<https://www.nursingworld.org/practice-policy/scope-of-practice/>



THE NURSING SCOPE AND STANDARDS OF PRACTICE DESCRIBE THE “WHO, WHAT, WHERE, WHEN WHY AND HOW” OF NURSING PRACTICE:

WHO: Registered Nurses (RN) and Advanced Practice Registered Nurses (APRN) comprise the “Who” and constituency and have been educated, titled, and maintain active licensure to practice nursing.

WHAT: Nursing is the protection, promotion, and optimization of health and abilities; prevention of illness and injury; facilitation of healing; alleviation of suffering through the diagnosis and treatment of human response; and advocacy in the care of individuals, families, groups, communities, and populations.

WHERE: Wherever there is a patient in need of care.

WHEN: Whenever there is need for nursing knowledge, compassion, and expertise.

WHY: The profession exists to achieve the most positive patient outcomes in keeping with nursing’s social contract and obligation to society.

NO PRESSURE 😊

In celebration of our profession, and to celebrate [Florence Nightingale’s 200th Birthday](#) – I wanted to convey 3 gifts an individual nurse, a nursing leader, or a Nursing Team could bring to its members. How can we continue to rock this profession far beyond our own careers as a legacy to others?

3 Gifts (not in order of priority – you have to make them yours!):

1 EI: EMOTIONAL INTELLIGENCE or practicing the art of self-reflection and evaluation. You may evaluate yourself on a daily basis, but likely you are hard on yourself. Remember you are doing a job very few people in the universe can do, and likely you are doing it very, very well.

Forgiving yourself and providing an umbrella of grace for yourself is important. At the same time, learning from your own mistakes and the mistakes of others is key to feeling as though you’re not stuck, but rather becoming a better human with each passing day.

Author Emililana Simon Thomas recommends we ask the questions: *“Am I really doing the thing I want to do? Is this really meaningful to me, and does it align with my core values? Am I making a difference?”*

If those questions seem to big or cumbersome, or maybe you don't want to hear the answers – try breaking down the questions into more bite sized pieces and spend some time in reflection each day.

Remember though – you have to find positivity about yourself. Fill your own bucket at least once a day.

If you don't do this, you start down that slippery slope of negativity and soon you will become that bucket sucker no one wants to work with each day. THAT ONE – (who complains about the weather!)

Some good daily reflection questions I ask myself each day:

- *Was I a good nurse today?*
- *Did I provide safe care today?*
- *Did I make a difference today? If not, what could I have done differently?*

(See [3 Good Things](#) for another self-reflection resource

https://drive.google.com/open?id=1hI584KnHW1yao8VAZ4wJuuDJon_C8nD-)

2 RESILIENCY – One thing I would say is a positive from the pandemic is the fact that the need for [self-care](#) and [resiliency](#) has crawled to the surface of importance in our professional and personal lives.

[Resilience](#) and [self-care](#) are about seeing yourself as a whole person – filled with a sometimes equal amounts of gifts, grace, and flaws, and actually caring for yourself first and foremost.

[SO HAPPY](#) the world recognizes we have to [fill our own bucket first](#) before we can possibly ever serve others the way we need to. In nursing, it has always been about providing care, easing suffering, advocating for others. Never about caring for ourselves first, easing our own suffering, or advocating for ourselves so that we can answer the call for others.

Give yourself a gift this week – [Create a self-care plan that works for you](#). What feeds you? What recharges and relaxes you? Make sure you have some of that each and every day, and when it does not appear to be happening – advocate for yourself to make it happen.

(See [HANDOUT – Resiliency Rituals and Routines](#) for a self-care plan

<https://drive.google.com/open?id=1pXSt3iT6Z44bF9QdnGA1T7r2Fz1nK6I5>)

3 CULTURE OF SAFETY. Flo started this thing 200 years ago, and we owe it to her to stand on her shoulders as we move our profession forward, but to still look back at what she did and can build upon. One point of emphasis we can take as a gift this week and into our careers is this:

Culture and outcomes are linked – she noted “how very little can be done under the spirit of fear.” Her courage in speaking up and challenging the traditional medical authority was instrumental in advancing collaborative, high-quality care, and defining necessary elements for cultures of safety (<http://www.ihi.org/resources/Pages/Publications/Leading-a-Culture-of-Safety-A-Blueprint-for-Success.aspx>).

SPEAK UP! The buzzword in today's work environments that is carrying out Flo's legacy for us is creating a work environment where everyone feels safe to speak up in advocating for the patient and our own safety.

This is a great video on Psychological Safety <https://www.youtube.com/watch?v=LhoLuui9gX8>

Carry On. Be so proud of your work every day. You have great gifts to give to the world.

To answer Oprah: Nurses are born and made. It takes all kinds to make up this crazy profession of ours, and we are so happy and proud to belong to your tribe.

Be well and stay safe – we need you.

Ever yours, Sue and Jane
Capstone Leadership Solutions

