Creating Healthy Work Environments 2019

Appreciative Inquiry: Creating a Nursing Professional Practice Model From the Frontline

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Purpose

A professional practice model should be simple and translatable to the daily practice of nursing in order to promote excellence. The purpose of this project was to create a professional nursing practice model that is representative of frontline nursing staff using the method of appreciative inquiry and qualitative analysis.

Background

A key element of a successful nursing program is a professional practice model that guides all aspects of care. A limitation to some models is that they have not been created or led by frontline nurses. This leads to a practice model that cannot be recognized or articulated by nursing staff. The aim of this project was to discover the vision for a professional practice model from frontline staff and then translate that vision into a simple model to guide all aspects of nursing care.

Methods

Appreciative inquiry within qualitative design was used to survey 25 professional nurses at the project facility. The nurses were asked to provide narrative responses to questions designed to assist them to discover their most positive experience and vision for professional nursing. Examples of the questions and follow up questions included: Talk about your best day at work as a nurse. What was your role? What made it the best? Narrative responses to 6 questions were analyzed using inductive content analysis to code, categorize and develop themes from the narrative data. Deductive analysis was then used to deductively place the categories and themes into six common dimensions of nursing professional practice models.

Results

Narrative content analysis revealed more than 500 codes related to the vision for professional nursing practice. These codes were abstracted into 50 categories and then 6 main themes surrounding the unique responsibility that nurses possess to assure a meaningful and therapeutic relationship with not only the patient but also the family. The themes found included advocacy and being a strong line of defense against adverse events, empathy and acceptance, being a leader of teams and of collaboration, continual growth and support for education and nursing research in order to practice at the top of license. An over arching theme was leadership in support for a healthy environment that forms the base of a professional nursing practice environment. These themes were then synthesized and taken back to professional nursing staff for verification. The final themes were then categorized into structures within the environment that support professional nursing, processes that support professional nursing and the outcomes of professional nursing. The final model was constructed into a visual by nursing staff which portrayed the structures, processes and outcomes of professional nursing at our hospital within a context of our hospital's image in the community.

Conclusions and implications for practice
Professional practice models are abundant. However, a practice model that is created and lived by frontline staff is one that leads to excellence. Appreciative inquiry is an effective method to elicit that positive vision and create excitement and support for the model.

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Appreciative inquiry, Professional Practice Model and Qualitative research

**References:**


**Abstract Summary:**
Professional practice models are abundant. However, a practice model that is created and lived by frontline staff is one that leads to excellence and a healthy work environment. Appreciative inquiry is an effective method to elicit that positive vision and create excitement and support for the model.

**Content Outline:**
1. Nursing Professional Practice Models
   a. Purpose and background
   b. Limitations
   c. Need for model to be clear and meaningful for professional nursing staff to apply and articulate at the frontline of care.
2. Creating a model using the method of Appreciative Inquiry
a. Definition of Appreciative Inquiry

b. Appreciative Inquiry applied to the project

c. Data collection

d. Analysis

e. Results

3. Applying the results to creation of the model

a. Structures

b. Processes

c. Outcomes

4. The final product

5. Next steps and Implications for practice

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Professional Experience: Dr. Braaten is currently employed as Patient Safety Manager and Nurse Scientist at Centura Health, Castle Rock Adventist Hospital in Castle Rock, CO. She has held positions within Centura Health as Director of Cardiology Services, Cardiac and Intensive Care Clinical Nurse Specialist, Cardiac Nurse Practitioner, and Manager/Charge RN/Staff RN of Intensive Care and Telemetry units. Dr. Braaten obtained her BSN from the Indiana University School of Nursing and holds degrees of Doctor of Philosophy, Clinical Nurse Specialist and Adult Nurse Practitioner (certificate) from the University of Colorado, College of Nursing. She also is a Certified Professional in Patient Safety (CPPS).

Author Summary: Dr. Braaten has practiced in the environment of acute and critical care for over 30 years as a clinician, advance practice nurse and administrator. She has presented at national meetings and has published in the areas of patient safety, hospital system barriers to rapid response team activation, quality improvement in telemetry, end of life care in the intensive care unit, leadership, and high reliability organizations and healthcare.