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# Programs of Support for New Nursing Graduates' Well-Being During Transition to Practice

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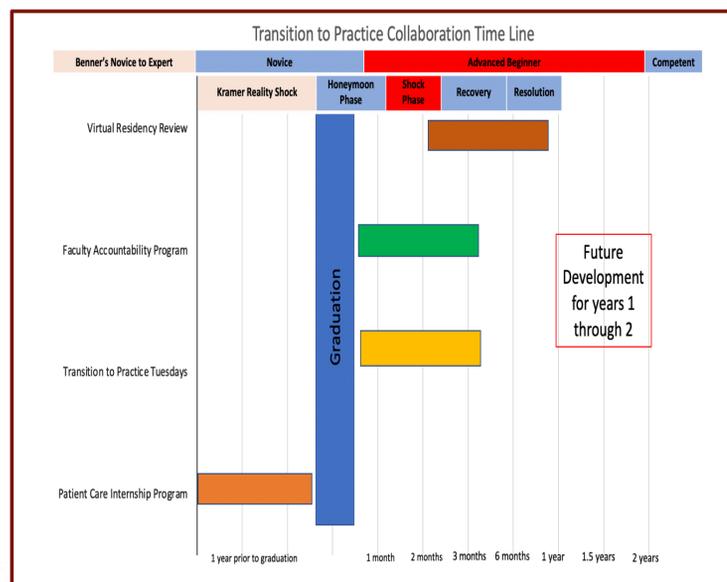
## Abstract Summary

The purpose of this project is to create a collaborative taskforce comprised of nursing scholars from academia and clinical settings to develop methods to improve the transition into practice experience for nursing graduates.

The goal of this project is to fill gaps of support from the point of graduation until new nursing graduates reach the resolution stage related to reality shock.

Four pilot programs are in current progress that focus on NCLEX-RN pass rates, new nurse retention, mentorship and collaboration, and enhancing professional well-being.

## Chart or Graph



## Objectives

- Attendees will understand the importance of the task force.
- Attendees will learn about various projects that support the mission of the taskforce.
- Discuss concepts related to the Kramer's Reality Shock Theory (1974), and Benner's From Novice to Expert theory (1982).
- Attendees will learn how they can develop a collaborative team within their own academia and hospital setting.

## Themes

### Collaboration

Collaboration between nurse faculty scholars and clinical partners is pivotal to supporting new graduate nurses during their transition period.

### Transition to Practice

The Transition to Practice is a broad topic that must include various points of target to fill gaps to improve the national nursing shortage.

## Methods

The nurse scholars collaborate to strengthen nursing scholarship by focusing on separate but intertwined evidence-based projects, programs, and studies to encompass the broad focus of filling a support gap and formulating a means to improve career success.

Meetings are held to support, develop, and enhance on-going projects, to research and brainstorm new and innovative ideas, discuss grant-funding, and review the latest transition to practice data.

## Theories/Framework

- Reality Shock for Nurses by Kramer, M (1974):** This theory supports that those new to the nursing profession go through a learning and growing transition. This process is characterized by four phases:
  - Honeymoon phase** - The new nurse is full of excitement.
  - Shock phase** - Negative feelings toward the new profession surface.
  - Recovery phase** - New nurses begin to return to the positive side.
  - Resolution phase** - Usually about 1 year - nurses can see the role in perspective and fully contributes to the profession).
- Benner's theory of Novice to Expert (1982):** This concept explains that nurses develop skills and an understanding of patient care over time from a combination of a strong educational foundation and personal experiences. This process includes 5 levels:
  - Novice** – A beginner with no experience.
  - Advanced Beginner** – The nurse shows acceptable performance.
  - Competent** – The nurse has two-or three-years' experience on the job in the same field.
  - Proficient** – The nurse perceives and understands situations as whole parts.
  - Expert:** The nurse's performance is fluid, flexible, and highly-proficient.



## Conclusion

The collaboration promotes mentorship and support through the development of evidence-driven pilot programs to enhance the holistic well-being for new nurse graduates.

To date, this collaborative task force, has created a continuous dialogue to bridge the gap from academia to the bedside, for new nurse graduates, during their long-term transition into practice, to ultimately encourage a vetted investment in the future of nursing.

## Key References

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