



TRANSITION TO PRACTICE: FROM EXPERT RN TO NOVICE NP

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LEARNER OBJECTIVES

- Describe the transition to practice period and identify factors that influence NP role transition
- Describe concepts that are critical to the professional development of a nurse practitioner in their 1st year of practice
- Relate mentoring and the orientation process to professional development and positive patient care outcomes

TRANSITION PERIOD

- Begins as an NP student
- Spans over 1st year of NP practice
- Feelings similar to that of new RN
- Critical period
- Stressful period
 - Job performance
 - Personal finances
- Can affect entire clinical career

FACTORS THAT INFLUENCE TRANSITION

POSITIVE

- **Formal Orientation**
- **Mentorship**
 - Mentorship by fellow advanced practice providers and physicians
 - Physician Support
- Interdisciplinary collaboration

NEGATIVE

- Poor relationships
- Lack of structured support

MENTORS/RELATIONSHIPS

- Mentors ***
 - Teacher, counselor, coach
 - Successful fellowship component
- Preceptors
- Leadership
- Team Collaboration
- Physician Communication
- Interdisciplinary Team Communication

DEVELOPMENT OF TRANSITION PROGRAMS

- 1st ACNP residency in 1995 (Adult NPs)
 - Increase integration
 - Ease role transition
 - Build on education
- Margert Flinter developed 1st NP residency program at Community Health Center in Connecticut in 2007
 - Program addressed new provider responsibilities, mentorship, and a more robust orientations for NPs.
- Challenges affecting further development of transition programs.
 - Orientation costs
 - Retention
 - Lack of compensation or preceptors
 - Inability of nursing practice to report how structured programs positively effects patient outcomes
 - Risk of NPs considered not prepared after graduation

FELLOWSHIPS/RESIDENCIES

The Program:

- Formal and organized vs. self-directed
- Preceptors/Mentors
- Include journal clubs, conferences, networking
- Didactic and hands-on training
- Curriculum based/Core competencies
- Support professional development
- Support graduate NP
- Ease transition from graduate program to clinical practice

Program Goals:

- Conflict resolution
- Navigate the new environment
- Support novice NP
- Produce well trained and high quality providers
- Improve patient outcomes and safety

TRANSITION PERIOD

- Finding a niche
- Coping with pressure
- Competent/confident
- Internalizing role
- Role mastery
- Well-being of relationships
- Job satisfaction
- Professional satisfaction
- Retention
- Patient safety
- Preparedness

ROLE TRANSITION

- Role ambiguity: unclear or uncertain about expectations
- Role acquisition: transition between roles and adapting to changes in roles
- Role implementation: functioning and fulfilling role expectations

WHAT YOU CAN DO

- Self-directed actions to avoid challenges
- Seek out a mentor for coaching, teaching, counseling
- Discuss your performance with preceptor and leadership regularly
- Clarify role and responsibilities with your employer
 - Scope of practice
 - Job description
 - Find a curriculum and adapt to your area
- Develop professional relationships with colleagues, physicians, and interdisciplinary team members
- Seek out professional development opportunities
- Student discounts memberships and conferences
- Know feelings are typical!

OPPORTUNITIES

- NP fellowships/residencies development
- Advocacy for funding (State and Federal)
 - AANP/TNP/ANA
- Research in acute care setting
- Research in minority populations



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