

Weekly Discussion #4

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MSN580-01: Role of the Advanced Practice Nurse

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1. Explain how change and Chaos Theory impact your APN practice.

With every career/job, there is change at some point; in the nursing field, change can occur throughout one's shift. The Chaos Theory is the study of apparently random or unpredictable behavior in systems governed by deterministic laws. In a healthcare setting, a culture of uncertainty fosters bonding among staff to overcome problems (Grossman & Valigia, 2021). This can range from a shortage of supplies to a medical emergency in which staff need to stabilize a patient.

The unforeseen outcomes of the day require nurses to be flexible and adapt to what's going on. In light of change and Chaos Theory affecting my APN practice, I will need to let go of common ways of dealing with situations and keep a clear mind about what's in front of me. For example, if I'm working with a new, unfamiliar group of individuals, I will do my best to introduce myself, establish some basic ground rules for them to contact me, and, of course, make myself as available as possible throughout the shift. The unpredictable can happen at any time during a nursing shift, and having core staff working with me will increase my chances of handling new challenges.

2. Provide a scenario where you have had or might have an encounter with conflict in an interprofessional team. Outline a detailed plan on how you plan to or did effectively deal with the situation.

When encountering a conflict, Joel (2022) says people need to consider their own goals. This will help a person slow down to identify, review, and clarify their goals before speaking (Joel, 2022). I was in a leadership position, and I had two employees who were fighting because they were not communicating with each other. I first had to think about my goals in this predicament; I didn't want either employee to be fired, and splitting them up on different sides of the week was not an option. So, first, there were compromises and policies reinforced, and then it came to a point where they sat down with each other, with me present. After 45 minutes of arguing, one of them finally let their guard down and admitted wrongdoing, prompting the other to immediately follow suit. After that day, they were excellent at communicating and enjoyed being around each other. Knowing one's job and duties is important when it comes down to conflicts with fellow staff. It's important to remember that during a conflict, professional stature and clear goals will help overcome it (Joel, 2022).

3. *Your colleague tells you that only the administrative nurses are leaders. Prepare an informative narrative to this colleague informing her why leadership is an integral component of each nurse's professional role. Reflect on development through role-modeling, self-assessment, empowerment, and mentoring.*

Administrative leaders are not the only leaders in a medical team. Leadership is a core APN competency (DeNisco, 2023). Everyone is a role model, whether they know it or not, and in the nursing field, role modeling is crucial for the proper educational growth of new nurses. A role model is someone who serves as an example of how another person desires to be (DeNisco, 2023). During the start of any unfamiliar career, people are prone to adopt their role model's way of acting. This is one reason why it is important to give ourselves self-assessments often and realize who we're really inspiring. Judging our own performance often will ensure we grow and learn (DeNisco, 2023).

Empowerment as a leader is an especially important education. As a leader and role model, empowering those around you with knowledge, resources, and clear goals will create a stronger, higher-quality work environment. Mentoring is a formal relationship (DeNisco, 2023). It is important, as a mentor, to have personal commitment to mentoring as well as expertise in the field; a mentor should communicate effectively and be respected in their profession (Joel, 2023). Balancing work and personal life, being open to change, and being willing to take on new challenges are crucial in committing to be a mentor (Joel, 2023). Administrators are not the only leaders in a medical team; we all represent and demonstrate the quality patient care expected from our peers.

4. *How do you envision your leadership role as it impacts your profession? How do you encompass excellence and professional involvement?*

I envision my role as someone who participates in the medical team's goals every day. Every day, the team should be focused on quality patient care. Every day I see myself as a leader, a role model, and, hopefully, on the rare occasion, a conflict-resolution mediator. I need to remember that my role as an APN can inspire and motivate others and that I should always be open to change (Joel, 2023).

5. *Reflect on communication in teams and interprofessional situations. Research a communication tool and use this to evaluate either a past experience or one you may have in the future. How does this information help you in your communication strategies? Address respect for diversity, equity, and inclusion.*

When choosing an appropriate way to communicate, it is important to respect diversity and prioritize inclusion. Reflecting on team situations and having to communicate through meetings or emails, I feel I'll be able to thrive in a culturally diverse environment. Listening to everyone's point of view and understanding we all come from different backgrounds is the key to a great APN. There's never a set way of thinking; everyone has different thoughts and opinions, and this helps my communication strategies recognize and utilize them.

References

- Denisco, S. M. (2023). *Role Development for The Nurse Practitioner*. (3rd ed.). Jones & Bartlett Learning.
- Grossman, S., & Valiga, T. (2021). *New leadership challenge: Creating the future of nursing*. F A Davis.
- Joel, L. A. (2022). *Advanced Practice Nursing*. F.A. Davis.