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Reality Shock in the Workplace

Chapter Twelve

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Topics for today:

- Nursing Shortage
- Transition from student to nurse
- Issues after employment

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Nursing Shortage

- ❖ The demand increases and decreases with changes in the health-care system
- ❖ The demand for nurses is to some extent regional
- ❖ Strong economies tend to be reflected in drops in enrollment in nursing because there are more opportunities in areas outside of the traditional female role

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Reasons for ↓ in nursing positions?

- ↑ concern for cost reduction in the health-care system
- use of unlicensed personnel
- high burn out



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Transitioning from student to nurse

Problems integrating the 'ideal image', the 'perceived image' and the 'performed role image'


- ❖ ideal: what is expected
- ❖ Perceived: individual's own definition
- ❖ Performed: what the practitioner actually does

Reality shock occurs when the ideal/perceived conflict with the performed role!

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Transitioning from student to nurse

So what do we do about it??

- ❖ Preceptorships: in the final quarter/semester, students function as a real RN with a real workload. It is actually as close to the performed role as possible while still a student....allows for 'adjusting' the perceived role.
- ❖ Internships: some opportunities in hospitals between school years with some participation in nursing tasks

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Issues after employment

Burnout Syndrome- a state of emotional exhaustion that results from the accumulative stress of an individual's life, including work, personal and family responsibilities


- results mainly from personal/ professional dissatisfaction
- usually more intelligent, idealistic , perfectionist, hard-working types
- signs & symptoms?

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Treatment:

- recognize the signs
- manage the stress & time management
- delegate those things that you can
- overcome procrastination
- prioritize tasks
- take care of own health: eat well, sleep, exercise, no drinking in excess
- set a daily decompression routine
- share your feelings (work mates?)

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See you next class.....

Please do your readings & bring thoughtful questions!

