


Slide 1



The Development of a Profession

Chapter One

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Nursing 50

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Slide 2



Topics for today:

- Professionalism terminology
- Nursing as a profession
- Members of the healthcare team
- Power & empowerment of nurses

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Slide 3



Professionalism Terminology

- Position: a group of tasks assigned to one individual
- Job: a group of positions that are similar in type and level of work
- Occupation: a group of jobs that are similar in type of work and are found throughout an industry

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Slide 4



### Professionalism Terminology

- Profession: a type of occupation that meets certain criteria that raise it to a level *above* an occupation
- Professional: a person who belongs to and practices a profession
- Professionalism: the demonstration of high-level personal, ethical and skill characteristics of a member of a profession

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Slide 5



- What is nursing's *public image* when it comes to being viewed as a profession?



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Slide 6



### Nursing as a Profession when measured against 'Professional Traits'....

- High intellectual level of functioning
  - nurses use assessment skills, critical thinking, make judgments, use of advanced technology
- High level of individual responsibility and accountability
  - nurses accept and must demonstrate high levels of individual responsibility for the care and services they provide

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## Slide 7



Nursing as a Profession when measured against 'Professional Traits'....

- Specialized body of knowledge
  - compiled through the research efforts of nurses that hold advanced degrees
- Evidence-based practice
  - interventions based on data from research that demonstrates that they are appropriate and successful
- Public service/ altruistic activities
  - nurses working in remote areas, care for sick and dying, working shifts and weekends

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## Slide 8



Nursing as a Profession when measured against 'Professional Traits'....

- Well Organized and Strong Representation
  - NLN, ANA. Organized, but not strongest
- Have a Code of Ethics
  - published 1<sup>st</sup> in 1971, but updated to reflect current healthcare and nsg. practice
- Competency and Professional Licensure
  - national licensing exam to demonstrate qualification. Legal activity regulated by state practice act and governing boards

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## Slide 9



Nursing as a Profession when measured against 'Professional Traits'....

- Entry Level of Education for Practice
  - nursing only major discipline that does not require a baccalaureate degree in order to obtain licensure
- Autonomy and Independence of Practice
  - nursing is independent and interdependent. Some advanced practice nurses establish their own practices. Other professions need to recognize nursing as having practitioners who practice independently to be considered a *true profession*.

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Nursing as a Profession when measured against 'Professional Traits'....

- Professional Identity and Development
  - many nurses still view nursing as a job rather than as their life's work (probably because it is not recognized as a true profession!)



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Slide 11



So, is nursing a profession?

- It's pretty close but still lacking in a few areas
- Main area is education
- It will be hard to claim that nursing is a full profession until the entry level is a BS degree
- Public still does not see nursing as a profession

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Members of the Healthcare Team

- Table 1.1 (on page 11) reviews the *non-nursing* members. Please review.
- UAP- unlicensed assistive personnel (CNA)
- LPNs- licensed practical nurse
- RNs- registered nurse
  - LPN & RNs (ADN grads)- technical nurses
- BSN, MSN and DNS/PhD- professional
- Advanced Practice Nurses- CNSs, NPs
- Case Managers- high-risk, LT health problem coordinators

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Slide 13



### Empowerment in Nursing

- What is power?
  - The capacity to exert influence
  - The ability to influence other people to do things that they may or may not want to do



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Slide 14



### Origins of Power

- **Referent**: depends on establishing and maintaining a close personal relationship with someone. (nurses therapeutic relationship with clients)
- **Expert**: derived from knowledge, skill or expertise. (nurse's education & experience ↑ their expert power)
- **Coercive**: the ability to punish, withhold rewards & threaten punishment

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### Origins of Power

- **Reward**: ability of one person to grant another some type of reward for specific behaviors/ changes in behavior (praise)
- **Legitimate**: legislative or legal act that gives an individual or organization a right to make decisions that they might not otherwise have authority to make (license of nurse)
- **Collective**: professional organization is focal point for this source of power

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### How to Increase Power in Nursing

- Professional unity! (ANA= 2.7 million)
- Political activities! (related to *practice issues*. We are the experts)
- Accountability and professionalism! (establish standards & evaluation)
- Networking! (support system. "Old boy")

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See you next class.....

Please do your readings & bring thoughtful questions!



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